# Point of View By James Q. Wilson

N THE 1960'S, many people were optimistic that we knew how to keep young people from entering a life of crime. What we needed were better schools, more job training, and less discrimination. There are fewer optimists today. Although almost everybody is in favor of better schools, more jobs, and an end to racism, far fewer believe that progress in these areas will produce less At least three reasons exist for this skepti-

cism. First, creating better schools, training better workers, and improving group relations require the same human qualities as avoiding crime-students interested in studying, workers willing to accept responsibility, and people willing to respect others. Second, habitual offenders usually start misbehaving at a very early age, often by the time they are in the third grade-too soon for them to be much affected by schools, jobs, and community relations. Finally, it is hard to build new schools, start new factories, or encourage neighborhood meetings in places where the fear of violent crime is high.

A number of scholars believe that the time has come to find some new answers to old questions. Since the most serious criminals tend to have been the most troubled children. it is vital to learn more than we now know about how at-risk children grow up. Whatever factors produce a career criminal-biological predispositions, family neglect, neighborhood disorganization, economic adversity-the shaping begins early in life.

Consider the family. Almost all scholars agree that problem children tend to come from problem families. But what causes the children's problems? Is a child neglected, abused, or treated inconsistently because the parents are neglectful, abusive, or incompetent, or because the child is temperamentally violent, hard to control, slow to learn, or some combination of these factors? And if the

parents are to blume, are they neglectful or abusive because they are suffering from economic stress or because they are temperamentally ill-equipped for child rearing? If they are under stress, is it the result of factors that they cannot control, such as unemployment, or of ones that they can control, such as drug dependency?

At one time we thought we knew the answer to these questions: Children are wholly the product of their parents. But we now know that the child brings a great deal to the parent-child relationship, that many aspects of personality have genetic origins, and that some infants experience insults and traumas-ranging from lead poisoning to brain injuries—that make rearing them a challenge to even the most competent parents, Two children in the same family often turn out very differently. This casts great doubt on the notion that the shared environment of the children is the principal—or even a very important-factor in their development. What is going on here?

Or take early school experiences. Poor performance in school is one of the strongest correlates of delinquency. But what explains school performance? One possibility is that teachers label some children as troublemakers and slow learners and treat them in a way that becomes a self-fulfilling prophecy. Another is that children with low 1Q's find school work boring and frustrating and turn to physical activity-including rowdy, violent activity—as an alternative source of rewards. A third possibility is that some children are hyperactive and antisocial long before they get to school; schooling may make matters worse, but only with great difficulty can it make them better.

Most of what we know about all these issues comes from "correlational" studies—scholarly snapshots taken at one point in time showing that there is an association between, say, 10 and delinquency. Some of



# **Scholars Must Expand Our Understanding** of Criminal Behavior

what we know comes from longitudinal studies-in effect, motion pictures taken of the same children over several years.

But the correlational studies can tell us next to nothing about what causes what. For example, we may find that crime and unemployment are correlated, but we can't tell from this association whether unemployment causes crime, whether crime causes unemployment (as it would if people found drug dealing more profitable than work), or whether some common factor (such as impulsiveness or poor work habits) causes both crime and unemployment. And most of the longitudinal studies cannot tell us very much about causality because they did not begin when their subjects were young enough and did not involve a sufficient variety of measures, such as looking at early patterns of mother-child

Ideally, we need to follow some infants from birth through their formative years and subject them, their parents, and their neighborhoods to close scrutiny so that we might discover what factors-medical, biological, familial, or social-put some children at risk and what circumstances—such as good parenting, better nutrition, or early schooling

-might reduce those risks. Just such a study is now being developed by the Program on Human Development and Criminal Behavior, located at Harvard University's School of Public Health. Begun in 1988 after a series of earlier meetings and studies, the program aims to take the next giant step in expanding our understanding of crime by mounting, in two or more cities, a longitudinal study of the antecedents of criminality on a scale and with a depth never before attempted.

Since 1988, participants have been developing the intellectual rationale and research design for the studies. The research will have several important features. It will integrate biological, medical, psychological, and

sociological perspectives. The research sub. jects, totaling about 11,000, will be ground into overlapping age cohorts, each of which will be followed for eight years. The first to hort will be a premutal one; that is, its subject will be pregnant women and—after they have given birth-their infants, who will be studied until age eight. The subjects will be drawn from a wide variety of communities with each city and will include both males and fe

By the year 2001 data will be available on the entire development process of a large number of criminals and non-criminals, (Because the age cohorts will overlap in what is called an "accelerated longitudinal design," the program will acquire within eight years information on people from birth to age 31, Since criminality is not a highly specific syndrome, but rather an expression of a complex array of behavioral dispositions, the project will shed light on a host of related outcomes, including drug use, sexuality, accident rates, and educational and occupational attainment

HE PROGRAM is directed by Felion Earls at the Harvard School of Public Health and co-directed by Alben Reiss of Yule University's sociology department. An advisory group of six criminologists and developmental scientists oversees the work of Dr. Earls and Mr. Reiss and that of a "core scientific group" of specialist from psychology, biology, criminology, and statistics. The cities where the longitudinal research will be carried out are being selected; then the principal investigators for each city will be named. From the outset, the John D. and Catherine T. MacArthur Foundation and the National Institute of Justice of the U.S. Department of Justice have supported

Scholars with a variety of scientific and personal perspectives have been drawn into this project. A great deal of time, effort, and money has been spent trying to get to the starting line. Much more will have to be spent once data gathering and analysis begin. Some people may think that such an enterpriseis too costly and too time consuming, given the present urgency of the crime and drug problems, "What we need," they will say, "is not more studies, but action America can't wait until 2001 or later for answers."

Wrong. We can't afford not to spend the time and money. Our current crime wave started in the early 1960's. Since then the rate of violent crime has more than tripled. But despite 30 years of experience with high crime rates, we do not know much more about their causes than we did in 1960. We will have more crime waves in the future, and we are no better equipped to prevent those than we were to prevent the last one. The call for "action" is, in fact, little more than a call to repeat old slogans and follow old theories that have been found ineffective or that are still untested. We can cope with crime, more or less. We know how to hire police officers and build courts and prisons. Doing these things can make a difference, but not much more of a difference than they made in 1962 or 1922

It may turn out that a free society cannot really prevent crime. Perhaps its causes are locked so deeply lalo the human personality, the intimate processes of family life, and the subtlest aspects of the popular culture that coping is the best that we can hope for. But we don't

James Q. Wilson is professor of management and public policy at the University of California at Los Angeles, a member of the advisory group of the Program on Human Development and Criminal Behavior, und coauthor, with Richard J. Herrnstein, of Crime and Human Nature (Simon and Schuster, 1985).

THE CHRONICLE

of Higher Education.

# Quote, Unquote

News Summary: Page A3

"A university is not like a spigot you can turn on and off." The U. of California's David P. Gardner, on state budget cuts: A21

"The reason in America it's very important what 10 books freshmen will have to rend, is because everybody knows they'll never read another book afterwards."

A French academic at a Sorbonne seminar on 'political correctness': A37

"We're tired of being the filter instead of the pump." A mathematics professor, on making calculus easier for students Interested in a scientific career: A15

"People see me and immediately assume I'm on the track team. They ask, 'What sport do you play?' My response is, 'I'm on the art team. A black fine-arts major at Boise State U.: A1

"For lack of a more felicitous term, I think of this venture as the 'Universal Journal Factory.' A professor, on a new outlet for scholarly publishing: B1

"It may be a lot ensier logistically to get viable cells from an induced abortion. But this approach is a lot better than people scavenging around the back hallways of abortion centers." A professor of pediatric neurology, on fetal-tissue banks: A21

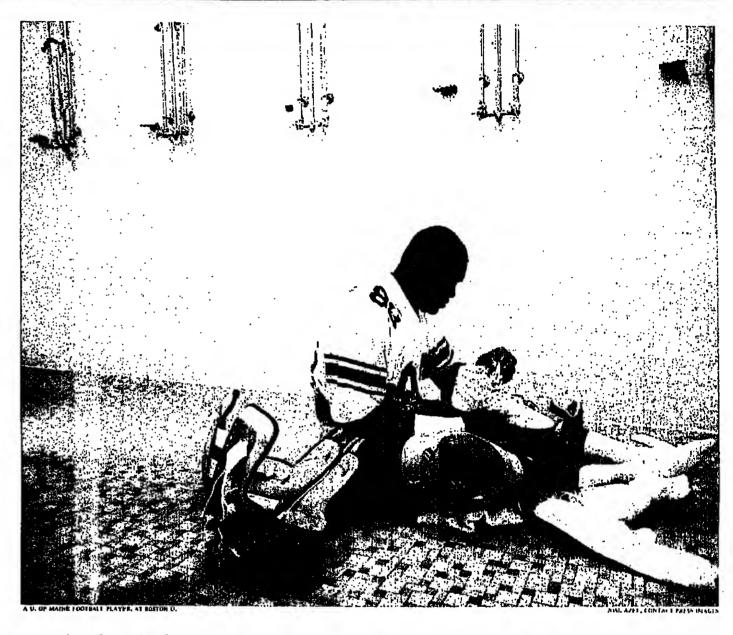
'You don't need to explain yourself in great detail when you're raising salaries and building buildings." Michael I. Sovern, who is resigning as president of Columbia U.: A13

"Really, the thing we want most is just to act normal on campus." A student at Bir Zeit U.: A36

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# Blacks Make Up Large Proportion of Scholarship Athletes, Yet Their Overall Enrollment Lags at Division I Colleges

By DOUGLAS LEDERMAN

Blacks make up nearly a quarter of all the scholarship athletes at 245 college and universities in Division 1 of the National Collegiate Athletic Association. In basketball, the figure is even more startling: 60 per cent of all the scholarship holders in men's basketball are black. Yet blacks constitute only 6 per cent of the full-time undergraduates at those institutions, a sur-

vey by The Chronicle has found. At more than 100 of the 245 colleges, at least one of every five full-time, black male students in academic 1990-91 was an athlete. On 21 campuses, including private institutions such as Furman and Texas Christian Universities and the University of Richmond, and public ones like Northern Arizona University and the Universities of New Hampshire and Wyoming, more than half of the black male students were athletes.

#### **Troubling Numbers for Many**

And black students on most of the campuses were far more likely to be athletes than were their white counterparts. Fifteen per cent of the black males at Division I colleges-more than one in seven-were

scholarship athletes, compared with one in every 43 white males, or 2.3 per cent. (A Fact File with the enrollments of black athletes and other blacks at 245 Division I colleges begins on Page A31.)

Those numbers trouble many academics, experts on race, and other observers of higher education. Some say that colleges are sending destructive messages by appearing to show more interest in black athletes than in other blacks. Such disparities, they say, foster the stereotype that blacks are better suited to physical activities than to intellectual pursuits, and discourage young blacks who are not athletes by suggesting that it's easier to get to college if you play ball.

"Besides reinforcing stereotypes, it demoralizes students who really work at the

'Le Politiquement Correct' At a Paris colloquium, French scadem les appeared convinced that "political correctness", would never surface in France at least not in the way it has in the United States.

> STORY ON PAGE A86 No. of the second

high-school level and who struggle, against tremendous odds, to maintain some sense of the dream that education is the way to rise and make one's way in this technologically advanced and increasingly literate society," says Harry Edwards, a professor of sociology at the University of California at Berkeley who has written extensively

June 17, 1992 • \$2,75

Volume XXXVIII, Number 41

Others say they wish colleges would recruit other blacks as aggressively as they chase black athletes, who often receive full scholarships and get special treatme the admissions process. The answer, they sav, is not to enroll fewer black athletes, but to intensify the recruitment of non-ath-

#### Isolation and Resentment

Still others say colleges are doing a disservice to black athletes and black students alike by enrolling a high proportion of black athletes and lower proportion of other blacks. It leads to isolation for both groups, they say, and often to resentment between them.

"I know that young blacks may see this as a chance to get up and out, and if they · Continued on Puge A30



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# **This Week in The Chronicle**

#### Scholarship

#### HOW DO WE REMEMBER WATERQATE?

Twenty years after the drama that consumed the nation, a sociologist argues that Americans have conflicting interpretations of what happened: A7

#### A CASE OF FABRICATED RESEARCH Harvard U.'s medical school is considering

Harvard U.'s medical school is considering whether to discipline a third-year student who falsified data for a published paper that has since been retracted: A8

#### **GRANTS FOR FETAL-TISSUE BANKS**

The NIH moved ahead with the President's controversial plan, announcing a \$3-million program. But many researchers doubt that it will work: A21

Researchers inject DNA into woman with skin cancer: A7
Where will the wars of the future be waged?: A7
MacArthur Foundation names 33 fellows: A8
58 new scholarly books: A9

#### Personal & Professional

THE COLLEGE PRESIDENCY: TOO TOUGH A JOB?

Some observers see more than coincidence in a spate of resignations by prominent chief executives: A13

# CUNY LAWSUITS: ONE DECIDED, ONE FILED A white professor has prevailed in a free-speech case against City College, which now faces a \$25-million action by its ousted black-studies chairman: A14

CONSENT DECREE ON BROWN U. HIRING IS VACATED
A federal court annulled guidelines stemming from a
1977 sex-discrimination suit: A15

#### DEAN, MAYOR, GAY ACTIVIST

The associate dean of students at the U. of California at Irvine is also Mayor of Laguna Beach and a highly visible homosexual: A5

#### ANALYZING 'LE POLITIQUEMENT CORRECT'

Academics in France discussed the emergence of what they consider a distinctly American phenomenon: A37

#### PERFORMANCE REVIEWS FOR TENURED PROFESSORS When mandatory retirement ends, colleges will need a

system of honest evaluations to identify unsatisfactory performance. Point of View: A44

#### THE ROAD TO GRADUATE SCHOOL

In the 1950's, a scholar leaves Detroit for Indiana University and finds the best of all possible worlds. Opinion: B2

Universities hope to settle trademark dispute: A4
Campus police use cameras to convict drunk drivers: A4
World College West to close in August: A4
Harvard law students disrupt commencement: A4
Academy is sought to accredit traditional curriculum: A13
The 10-year contract that issted a year: A13

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#### TUDENT-LED WORKSHOPS IN CALCULUS

A study indicates that a widely used method of teaching calculus to minority students helps them not only to pass the course but also to stay in college: A15

A summer reading list causes a stir: A4

Xavier U. cuts some required theology courses: A14

Columbia U. lets undergraduates major in art: A14

Cabrini College sets community service for juniors: A14

#### Information Technology

#### BRINGING THE UNSEEN TO LIFE

A computer animator has helped revolutionize the way mathematical concepts are taught through television and videotapes: A17

SETTING UP A UNIVERSAL JOURNAL FACTORY
Universities need to create a bridge between the
libraries of today and the electronic campus-information
systems of the future. Opinion; B1



Howard E. Gardner is part of a Harvard team using \$2.3-million from the Spencer Foundation, the fund's largest grant ever, to study how children learn: A28

Researchers tackle project to study earth's ecosystem: A17
Catalog gives researchers new key to searches: A17
CUNY tests telecommunications service: A17
Computer uncovers illegal use of telephones: A19
Six new computer programs; two new optical disks: A18

#### Government & Politics

#### DIVINING PEROT'S EDUCATION PLATFORM

The businessman's record includes big gifts to colleges and a push for higher standards in schools, but offers few indications on what he would do as President: A20

#### U.S. DELAYS RULES ON MINORITY AID

The Education Secretary won't issue guidelines on scholarships until the General Accounting Office has studied the issue: A21

# DOUBTS ABOUT FETAL-TISSUE BANKS The NIH announced a \$3-million grant program for the controversial plan; A21

big budget reductions in academic 1992-93: A21

MORE CUTBACKS FOR CALIFORNIA COLLEGES
The state institutions are preparing for a new round of

#### CLASH OVER PELL-GRANT DEFICIT

Education Secretary Lamar Alexander urged Congress to pay for the program's deficit by denying grants to many students: A22

#### **HEARINGS FOR ACCUSED SCIENTISTS**

Partly in response to complaints from university researchers, the Public Health Service is changing the way it handles charges of scientific misconduct: A23



More institutions face fines for PCB violations: A4
Education Department's door is revolving again: A20
Higher-education groups oppose balanced-budget bills: A20
Interest rates lowered for 2 aid programs in 1992-93: A25
House panel rejects Bush's budget increase for SSC: A25
Columbia U. threw away documents related to audit: A25
State budget cuts force eliminations at Maryland: A26
Legislative panel seeks new system for Arizona: A26

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#### **Business & Philanthropy**

#### **FOCUS ON EDUCATION RESEARCH**

- The Spencer fund is the nation's only foundation committed solely to supporting such studies: A27
- Three Harvard professors are using a \$2.3-million grant, the largest that Spencer has ever given, to study how children "really learn": A28
- The foundation supports projects that examine learning at any point in a person's lifetime: A29

A library resorts to new fund-raising methods: A27 State legislator campaigns to honor Anita Hill: A27 Foundation grants; gifts and bequests: A29

#### Athletic

RACIAL DISPARITY IN ATHLETIC SCHOLARSHIPS
At 245 NCAA Division I colleges, blacks account for nearly a quarter of all scholarship athletes but only 6 per cent of all full-time undergraduates: A!

#### NEVADA'S LIMITS ON NCAA ARE STRUCK DOWN

A judge voided a Nevada law limiting the association's investigative powers and allowed it to proceed with its inquiry into UNLV's sports program: A35

#### BIG TEN PRESIDENTS VOTE FOR SEX EQUITY The heads of the conference's 11 universities voted for

a gender-equity plan and agreed to push for a cap on the size of teams in men's sports: A35

CUNY's Brooklyn College to drop its sports program: A30 Student center for Appalachian State U. Is dropped: A30 Fact File: Black enrollment at 245 colleges: A31.

#### International

#### A WEST BANK UNIVERSITY RETURNS TO CAMPUS Four years after being shut down by the Israeli

government, Bir Zeit U. has been allowed to return to one of its two campuses: A36

#### THE DECLINE AND FALL?

Prench scholars say the emergence of "le politiquement correct" is the result of Americans' inability to cope with the breakdown of their society: A37

#### MASS EXPULSION IN ZIMBABWE

The U. of Zimbabwe expelled its 10,000 students after weeks of protests against a tuition increase: A37

#### STUDENT ANGER IN CHILE

In the first outbreak of student unrest since the end of military rule in 1990, students on at least 10 campuses are protesting financial-aid policies: A38

Astronomers help colleagues in former Soviet Union: Afformer secret-police chief gives to Ben-Gurion U.: A36

#### IMAGES OF GRIEF AND LOSS

More than 100 works by the German artist Käthe Kollwitz examine the force of human emotions: B44

#### Gazet

Name Dropping: A39
Appointments and resignations in academe: A39
Deaths: A40
Calendar of coming events and deadlines: A40

Announcement from the Center for Asian and Pacific Studies at the University of Oregon:

SOUTHEAST ASIAN STUDIES BROWN BAG TALK

125 CHILES (PLEASE NO POOD OR DRINKS IN THIS ROOM)

"Empty brown bag talk?" a reader wonders.

News item in the Waterville (Me.) Morning Sentinel:

"PITISFIELD-As the vote nears on School Administrative District 53's \$6.1 budget, an idea continues to surface that promises to save the dis-

Anything to get rid of that pesky extra dime.

Headline on a news release from York University, Ontario: ORANGUTANS TO RECEIVE CREDIT

DURING CONFERENCE OF PRIMATOLOGISTS They're sitting in as auditors?

A memorandum at Florida Agricultural and Mechanical University cites this new dress poli-

"Normal business attire (coat and tire / dress or sult) . . We hate to admit it, but we fit the

Memorandum from the Asian Division of the University of Mary-

"For the Term V schedule cover, we are strongly suggesting that you use blue lnk on white paper. All promotional materials for Term V are in this color scheme. Remember the object is to have everything look the

"We are using blue this term to target men. As we have mentioned in the past it is one of their favorite colors. Blue signifies emotional tranquility, rest, relaxation, and recuperation—a message that goes well with the final term of the year.

"As people at your base see book bags, posters and schedule covers all with the same look, we will, in adverimpressions.' The more impressions we make, the more we will increase our 'top of mind awareness' and the more people will enroll," Sure, sure.

Headline in The Daily Utah Chronicle, the newspaper at the University

U. PRESIDENT PROMISES **FUTURE IMPROVEMENTS** IN INAUGURATION SPEECH Sorry. It's now or never.

---C.G.

#### In Brief

#### Mascots rustle up

#### patent dispute

TULSA, OKLA. - Oklahoma State University and the University of Wyoming are hoping to settle a three-year-old trademark dispute over their Pistol Pete mas-

The mascots of the institutions-both home to "the Cowboys"-are virtually identical, except that the bowlegged gunfighter from the Old West wears orange and black duds at Oklahoma and brown and yellow at Wyo-

Both universities filed a trademark application with the U.S. Patent and Trademark Office in 1989. Oklahoma State has been granted a patent. Wyoming's application is pending. Officials at both institutions say they would

Institutions face

fines for PCB's

SAN FRANCISCO-The Univer-

sity of California system, Bakers-

field College, and the University

of Hawaii at Manoa are the latest

higher-education institutions to

be charged by the Environmental

Protection Agency with violating

federal regulations that guide the

use of equipment containing poly-

chlorinated biphenyls, or PCB's.

In 1979, the agency banned the

manufacture of PCB's, which have

been widely used in electrical

equipment, because they were

found to be a probable human car-

The agency also required that

by October 1, 1990, equipment

containing PCB's in public buildngs-including those on college

and university campuses-must

be removed or fitted with special

The California system and Ba-

kersfield have paid fines of their commencement service this

protective devices.





court. One proposed settlement | and-black Pistol Pete mascot, has would allow each university to not been involved in the dispute. display and sell products with its | According to experts in such mascot only in certain regions of things, as many as 20 other high the country. New Mexico State | schools and colleges may have like to settle the confusion out of | University, which has a maroon- | Pistol Pete as their mascot.

Cameras help police

the campus force, said the tupes

can show a person driving erruti-

cally and failing a sobriety test

and "that gives us the evidence

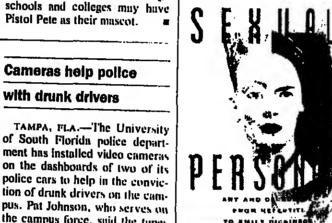
Harvard law students disrupt commencement

CAMBRIDGE, MASS.—Harvard | For months, students have com-

Law School graduates disrupted plained that the school has not

with drunk drivers





CAMILLE PAGLIA

work: Susan Falindi's Hacklash The Undeclared War Against American Women. The two wil w read and discussed in landen. Ms. Paglia could not be reached or comment.

World College West

#### to close in August

PEIALUMA, CAL .- World Co lege West, a small institution is ran up a \$4-million debt as its @ ollment dwindled, announced last week that it would close August. About 85 students and 3 faculty members, administrators and other employees will be # fected. The college was founded with an emphasis on internation education and claims to be only accredited institution in the nation that requires students to

# Because of incorrect figure

#### Correction

\$150,000 and \$10,000, respectivemonth, demanding that the school group members. Of the achool's ation of University Professors, ly, to the EPA, and both have hire more women and members of 64 professors, 6 are black men, 5 table of 1991-92 faculty saids agreed to remove or protect minority groups. The students are white women, and 53 are (The Chronicle, April 22) include are white women, and 53 are equipment using PCB's. Hawaii, (above) waved banners and signs white men. This month the law two incorrect figures for Judge white men. This month the law two incorrect figures for Judge 11. The Chronicle of Higher Education tissue 2009-5982) is published weakly except the third week in August and the last two weeks in December, at 1255 I menty I had Succes. N. W., Washington, D.C., 20037. Subscription rate: \$67,50 per year. Second-class postage pold at Washington, D.C., and at additional making offices. Copyright C 1992 by The Chronicle of Higher Education, D.C., and at additional making offices. Copyright C 1992 by The Chronicle of Higher Education, D.C. and at additional making offices. Copyright C 1992 by The Chronicle of Higher Education, D.C., and at additional making offices. Copyright C 1992 by The Chronicle of Higher Education, D.C., and at additional making offices. Copyright C 1992 by The Chronicle of Higher Education, D.C., and at additional making offices. Copyright C 1992 by The Chronicle of Higher Education, D.C., and at additional making offices. Copyright C 1992 by The Chronicle of Higher Education, D.C., and at additional making offices. Copyright C 1992 by The Chronicle of Higher Education, D.C., and at additional making offices. Copyright C 1992 by The Chronicle of Higher Education, D.C., and at additional making offices. Copyright C 1992 by The Chronicle of Higher Education, D.C., and at additional making offices. Copyright C 1992 by The Chronicle of Higher Education D.C., and at additional making offices. Copyright C 1992 by The Chronicle of Higher Education D.C., and at additional making of the Additional making

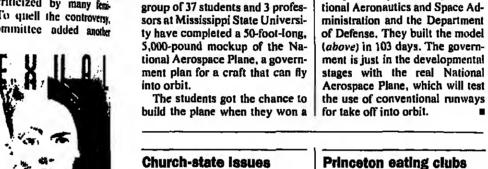
Missouri State University is wa- | signed on. Members of the univergering that not all college students | sity dance team, including Rene are slobs. Paced with a tight main- Whittenburg (standing) and Klm Seidel, offered to scrub the dance president, Russell G. Warren, has | studio each week. The university asked students to "adopt" rooms | will hang plaques in each room to

#### College reading list causes controversy

NEW TONDON, CONN.-Cop. necticut College's traditions tume summer reading list caused stir this year when Camille Pas lia's book, Sexual Personae: An and Decadence From Nefertillo Emily Dickinson, was included,

Frederick S. Puxton, head of the 10-member committee that selected the books, said the college hard started summer-reading list three years ago to create a sens of community among students and faculty and staff members. But some professors balked at

Ms. Paglia's book, which has been criticized by many feminists. To quell the controvery, the committee added another



questioned in idaho

MOSCOW, IDAHO-Elisabeth A Zinser, president of the University of Idaho, has decided that emplayees who volunteer to teach in local schools may obtain one hour of paid leave a week, even if the schools are church-related.

Students build 5,000-pound plane

MISSISSIPPI STATE, MISS .-- A

In April, Ms. Zinser instituted a policy granting paid leave to employees who volunteered, but only at non-religious schools. Some faculty and staff members complained that the policy was discriminatory.

After consulting with a local law firm, Ms. Zinser decided that if the university framed the policy in terms of service to children. rather than to schools, it would not be in violation of Idaho's con-

#### Princeton eating clubs end fight against women

competition sponsored by the Na-

tional Aeronautics and Space Ad-

ministration and the Department

(above) in 103 days. The govern-

Acrospace Plane, which will test

PRINCETON, N.J.-A 13-yearold legal battle over all-male nembership policles at two eating clubs at Princeton University has

In 1979, Sally Frank, then a Princeton student, filed a complaint against the Ivy Club and the Tiger Inn, claiming that they discriminated against women. The complaint led to several court decisions, including a 1990 New Jersev Supreme Court ruling that forced the clubs to admit women. Both clubs filed a lawsuit in U.S. District Court, charging that the state and Ms. Frank had denied them freedom of association.

This month the clubs agreed to drop the suit, follow the state's stitutional separation of church | ruling, and pay part of Ms. Frank's legal fees.



#### Students pitch in to keep campus clean

KIRKSVILLE, MO. - Northeast | clean, Eight student groups have tenance budget, the institution's on the campus and keep them | honor the volunteers.

#### **PORTRAIT**

#### The Dean Who Is a Mayor and a Gay Activist

#### By LAWRENCE BIEMILLER

LAGUNA BEACH, CAL The cities of Irvine and Laguna Beach mark opposite ends of Southern California's urban-genuineness spectrum. Irvine is the sprawling stucco-and-plasterboard fantasy of a property-development company that has made the scrubland bloom with cul-de-sacs and office parks; Laguna Beach, its narrow streets lined with colorful cottages, is a turn-of-the-century artists' colony that grew up to be a wealthy beach town with a social conscience. And Robert F. Gentry has one foot in each.

In Irvine, where he has worked since 1970, Mr. Gentry is associate dean of students at the University of California's 16,000-student campus. In Laguna Beach, a 15-minute drive away, he is Mayor. In both, he is openly homosexual: He's one of the university system's most visible gay employees, and he's the only openly gay elected official in Orange County.

#### New Domestic-Partners Law

This spring Mr. Gentry signed into law a domestic-partnership ordinance that will allow gay and lesbian couples, among others, to register with the city and seek some of the legal protections that married heterosexuals enjoy. He says the law is one of the broadest in the nation—this in a county known as a bastion of conservatism. At the university, he is working to add a formal Gay and Lesbian Student Services program to those he oversees for women, veterans, disabled stu-

dents, and others. He is also busy with other projects. He's trying to complete Laguna Beach's purchase of a 2,100-acre wilderness on which the Irvinc Company had planned to build 3,300 homes, and he is seeking marine-sanctuary status for a stretch of coastline to protect it from oil drilling. As a politician, he says, he's as interested in the environment, land use, and transportation as he is in human rights.

Not that Mr. Gentry ever expected to be interested in anything political. As a young member of the university's student-affairs staff in the 1970's, he didn't say much about being homosexual. "I was very

much in the closet," he says. He moved to Laguna Beach in 1972-in those days it was cheaper than Irvine-and got involved in politics by accident: "I was trying to save two 100-year-old pine trees next to a house I was living inthey were going to be cut down by a 1982, and has been re-elected serve as Mayor; this is Mr. Gentry's third turn in the job.

Robert F. Gentry: "My agenda for gay and tesbian rights is very basica safe environment and equal treatment."

to hide.' So I said O.K."

Mr. Gentry says the article "started to commit me to a level of activism I didn't really expect." People called him about this and that, and after then-Gov. George Deukmejian vetoed a state gayrights bill, Mr. Gentry got angry. "The Governor had said it was o. k. to discriminate, so we initiated our own gay-rights ordinance.

"Once I got over my own homophobla, I thought it was important to be out there doing what I could," Mr. Gentry says. "It's a role I enjoy-there's a real sense of purpose about it. My agenda for gay and lesbian rights is very basic: a safe environment and equal treatment."

#### Students Fear Disclosure

Mr. Gentry says he seeks not only physical safety for homosexuals but psychological safety as well." We have our share of physical attacks, but the psychological oppression is horrendous," he campus is any more intolerant than able beyond Laguna Beach." the nation, but he says: "The maborhood, and then one thing led to are fearful of disclosure, because elected him twice since the Los Ananother." He was elected to a four- nowhere has the university validat- geles Times article. He is proud of year term on the city council in ed them, outreached to them. What the shelters it has helped open for we have to have is a gay and lesbian battered women, runaway teentwice. Each year the council services center, a place to congre- agers, and homeless people, proud chooses one of its five members to gate and find support, counseling. of the hospice for people with AIDS. and information."

A 1983 Los Angeles Times article he says, is also difficult—even at an 80-year-old woman who. a few made his homosexuality a matter of the university. Gay couples are not years back, was taking care of a public record. "It was a story about allowed to apply for married-stu-man, almost a stranger, who had being gay in Orange County, and dent housing, for instance. And be-AIDS. Asked why, she answered: "I people kept telling the reporter to cause his health and retirement live in Laguna." talk to me," Mr. Gentry says. benefits do not extend to his lover, Says Mr. Gentry: "It's heart-

that. But my lover said, 'Don't be than it would if he were heterosexridiculous-we don't have anything unland married. "I will serve this university as long as I am able." he says, "because I care very much for its faculty and its students. But I'm hurt and saddened that I'm treated differently than my heterosexual counterparts at one of the best universities in the country."

#### A Sound Truck Out Front

In politics, too, Mr. Gentry suspects he is treated differently: "As a member of a minority group, I think I'm judged more. I've had to work a lot harder to maintain my position." He knows he has critics. 'I've had a sound truck out in front of my house saying, 'Faggot, get out of our community-you're spreading AIDS.' But you can't do what I'm doing and not expect that," he says.

Mr. Gentry admits that he'd like to serve in Congress, where he could get more involved in humanrights and environmental issues. But he says: "I'm not going to do symbolic things-I want to win. says. He doesn't suggest that the And I don't perceive that I'm elect-

He is proud of his 25,000-resident proud of the commitment to helping Guaranteeing equal treatment, others. He likes to tell the story of

"When I realized they planned to Mr. Gentry says, the university is warming to serve a community like use my name, I had to think about effectively paying him much less that."



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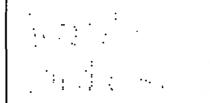
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Canon



For the first time, researchers are trying to treat a disease by injecting genes directly into the

body.

This month, scientists at the University of Michigan Medical Center began injecting DNA into the tumors of a 67-year-old woman with metastatic melanoma, a fatal form of skin cancer. The scientists hope tumor cells will incorporate the genes, which are designed to produce a protein that will induce the immune system to attack the cells.

"This approach marks a beginning: We have begun to use DNA as a drug," says Gary J. Nabel, an associate professor of internal medicine and biological chemistry at the university.

The experiment also marks the first time a gene-therapy experiment with humans has been conducted at a university. Past gene-therapy research has been performed at the National Institutes of Health.

At the NIH, scientists have taken cells from melanoma patients, mixed them with viruses that carry new genes into the cells, and then

returned the cells to the patients.

University of Michigan scientists are also using gene therapy to try to treat a patient with a severe form of a disease that causes very high cholesterol levels. In that research, scientists surgically removed a piece of the patient's liver, genetically altered some of its cells, and infused the new cells back into the patient last week.

Where will the wars of the future be? One group of scholars thinks it has some answers to that question.

"We have established a solid case that environmental degradation in poor countries is contributing to severe conflict," says Thomas Homer-Dixon, coordinator of the Peace and Conflict Studies Program at the University of Toronto.

The center, together with the American Academy of Arts and Sciences, a scholarly society in Cambridge, Mass., conducted a three-year study of how environmental change has contributed to "acute conflicts," such as civil wars.

on nine case studies and attended three workshops, including one in Washington last month. Two potential hot spots that the scholars identified were China and

For the project, scholars worked

the region around the Nile.

Vaclav Smll, a professor of geography at the University of Manitoba, says that land erosion in northwestern China, an area with little arable land and poor rainfall, could lead the peasants so far into poverty and hunger that they would revolt. Mr. Smil calls northwest

this planet."
In Africa, Charles Okidi, dean of the University of Kenya's School of Environmental Studies, predicts water shortages may spark future wars along the Nile and elsewhere.

China the "most eroded region on

The project plans to publish a book on its findings.

# **Scholarship**



PLIER I OPEZ FOR THE CHRONIC

to look more subtly and not expect some obvious consequence to hit us in the face."

Michael Schudson: "When people think about what events had lasting significance, we need

# 20 Years After Watergate: What Do We Remember?

A sociologist assesses conflicting recollections in a book that reflects a growing interest in collective memory

By Liz McMillen



A hearing by the Senate Select Committee on the Watergate case It has been called the grentest political story of the century. Beginning with a burglary and culminating in the resignation of a President in disgrace, the events that quickly became known as Watergate provided a captivating public drama that consumed the potion

Today, 20 years later, some political commentators hold that Watergate has faded into a distant and dim curiosity and is not likely to have a significant impact on American politics. A survey several years ago showed that a third of all high-school students did not know that Watergate had occurred after 1950, and many associated it with a President other than Richard M.

#### Visible and Lasting Marks

Do many people even think about Watergate anymore? Despite what appears to be a case of national amnesia, Watergate has left visible and lasting marks on the American psyche, argues Michael Schudson, a professor of sociology and communications at the University of California at San Diego. The question, he says, is not whether but how we remember the chain of Continued on Following Page



#### 20 Years Later, Scholars Assess Collective Memory of Watergate

Continued From Preceding Page events that began when a security guard at the Watergate apartment complex in Washington telephoned the police early on the morning of June 17, 1972, to report an illegal entry. What aspects of Watergate do people recall? And which Watergate do we mean?

Those are some of the questions Mr. Schudson raises in his book Watergate in American Memory: How We Remember, Forget, and Reconstruct the Past, released this week by BasicBooks to coincide with the 20th anniversary of the break-in at the Democratic National Committee headquarters.

The author of previous books on the press and advertising and the recipient of Guggenheim and Mac-Arthur fellowships, Mr. Schudson has not written a conventional work of political history. Instead, Watergate in American Memory is an attempt to show that Americans have multiple and sometimes conflicting interpretations of Watergate and that people use those views in different ways.

#### **Differing Perspectives**

Drawing on news reports, television programs, films, books, textbooks, and polls, Mr. Schudson examines the contest among differing perspectives and how each view endures today, coloring the nation's attitudes toward government, investigative journalism, and such recent events as the Iran-contra affair.

Watergute in American Memory reflects the rapidly increasing interest that scholars have in study- ars. Mr. Kutler has filed two ing collective memory and how people construct and use what they remember. Scholars who plumb this terrain argue that myths can reshape our sense of the past as powerfully as fact. According to release of crucial documents. "As this analysis, societies construct for the social sciences, I think

than record them, often manipulating the past to mold the present.

One of the best-known works on collective memory is Michael Kammen's Mystic Chords of Memory: The Transformation of Tradition in American Culture, published last year by Alfred A. Knopf. Mr. Kammen, a professor of American history at Cornell University, argues that what people believe to be true about their past is usually more important in determining their behavior and responses than the truth itself.

While studies of collective memory have proliferated in recent years, few scholars have turned their attention to Watergate, Many journalists have—so much so that when Mr. Schudson shared his plans for the book with the late Wushington Post's Watergate sto- was in graduate school at Harvard ries, Mr. Simons's response was: in the sociology department," he 'Not another Watergate book!"

The most comprehensive scholarly study of the period is widely seen as The Wars of Watergate: my dissertation on journalism, law, The Last Crisis of Richard Nixon, published by Knopf in 1990. In that book, Stanley I. Kutler, a legal historian at the University of Wisconsin at Madison, argues that Watergate was a severe constitutional crisis, far more than the "third-rate burglary" that President Nixon and his supporters called it.

#### Documents Still Unavailable

As to why few historians have ry. studied Watergate, Mr. Kutler noted in an interview that many docu- and how much myth? Mr. Schudments are still unavailable to schol- son points out that the press as a lawsuits to force the National Archives to release thousands of ington Post did. Nor did journalists pages of Watergate documents.

Mr. Schudson agrees that historians may still be waiting for the and reconstruct their pasts rather they're allergic to events," he said nalism is not the spate of investigu-

in an interview. "For them, events pass. My argument is that events reside, too,'

When Mr. Schudson began exploring the idea of using Watergate as a case study of collective memory, he was promptly warned off the subject. One friend told him the subject was too volatile and too important to use to illustrate some-

#### Not a 'Watergate Buff'

Another friend told him that as a Jew, he should not write about collective memory without writing about Jewish collective memory. In fact, he considered exploring memory and the Holocaust—the subject of several recent and forthcoming books-but says he found the subject overwhelming.

He came to see that Watergate is useful for thinking about memory because it "resonates" and is still within the grasp of living memory.

And how does Mr. Schudson re-Howard Simons, an editor of the member Watergate himself? "! says. "I followed it like most Americans, but I didn't become a Watergate buff. I was working on and the notion of objectivity. I even called it at the time my 'Watergate dissertation.

What stuck with him most from that era was the image of the press pursuing wrongdoing at the highest levels of government, ultimately bringing down a President. The image of the Washington Post reporters Bob Woodward and Carl Bernstein in bold pursuit was his memo-

How much of that image is truth whole did not nursue Watergateat least in the beginning; The Washgo unassisted. Many others, inchiding federal prosecutors and Federal Bureau of Investigation

peat his results.

tive reporting or the recoil from it Watergate, but the renewagents, helped incover Watergute. al, reinvigorization, and remythologization of muckraking," Mr. Schudson writes. The mythologization of journal-

ism is just one example of how Watergate resides in the American memory, Mr. Schudson says. Most interpretations of the event differ along political lines, he notes.

The liberal point of view sees Watergate as a constitutional crisis over Presidential abuse of power, and often issues a call for legislaeditor of the Journal of the Ameri- Rosner had been caught falsifying view, like the liberal, professes absolute faith in the Constitution but the University of California at San have found a protein, and its correthat the way Watergate was han-Francisco. "That should be the sponding gene, that they said was died reasserted the virtues of the

Critics have complained that the ment gave his fellow researchers tion from fundamental structural zin writes. corrections in scientific journals the false impression that only one flaws in the American system. The often read like puzzles that leave molecule, which blocked the ac-

Which account is the "truth?" All of them, Mr. Schudson argues, Watergate was both a "crisis" and fairs at Harvard's medical school, a "scandal," and the failure to see on an article can agree on a retracSuzanne Rauffenbart, said the it as both misses part of the picture. tion's wording, he said, one or school had named a committee to He writes: "So long as liberals and more of them may sue a journal for advise the dean, Daniel G. Toste conservatives insist that Watergate nificance, we need to look more only in the conservatives in the conservative conservatives in the conservative conservative conservatives in the conservative conservativ hurring their professional reputason, on Mr. Rosner's punishment. was 'only' a constitutional crisis

numerous user to too meet to too m Mr. Rosner could not be reached and not a scandal, they will not be our consequence to hit us in the speaking to people's full experiface."

women's studies and rhetoric, U. of California at Berkeley; women's studies: \$335,000. Stovo Lacy, 57. juzz musiciun, Paris: lazz: \$340,000. Suzanne Lebsock, 42, professor of social history, Rutgers U.; suchlible

Wes Jackson, 56, co-director, Land

Institute (Salina, Kan.); sustainable agriculture: \$335,000.

Evolyn Fox Keller, Sh. professor of

MacArthur Foundation Chooses

33 Recipients of 5-Year Awards

The John D. and Catherine

T. MacArthur Foundation has

named 33 new MacArthur Fel-

lows. They will receive live-

year awards in amounts de-

Following are the fellows'

names, ages, fields of endeavor,

Janet Banshoof, 44, director, Cen-ter for Reproductive Law and Policy,

Robort Blaukburn, 71, director. Printmaking Workshop, New York; printmaking: \$375,000.

Unita Blackwell, 59, mayor of

Mayersville, Miss.; local govern-

Lorna Bourg, 50, assistant execu-

tive director, Southern Mutual Help Association, New Iberia, Lu.: farm workers and rural poor: \$305,000.

Stanley Cavell, 65, professor of philosophy, Harvard U.; humanistic studies: \$374,000,

Amy Clampitt, 72, poet and essay-ist, New York; poetry and essays:

ingrid Daubechies, 37, professor p

mathematics and physics, Rutgers U.; applications of the wavelet trans

Wendy Ewald, 41. photograp

and research associate. Duke U.: photography: \$260,000.

trying Feldman, 63, professor of English, State U. of New York at

Barbara Fields, 45, professor of history, Columbia U.; history; \$280,000.

Robort H. Hall, 47, research director, Institute for Southern Studies, Durham, N.C.; Southern studies:

Ann Hanson, 57, independent scholar, Boston; philology and histo-

John Holland, 63, professor of com-

puter science, U. of Michigan; com-

puter science: \$369,000.

Buffalo; poetry: \$369,000.

med to numerical data: \$240,000.

ment: \$350,000.

pending solely on their age.

amounts of their awards.

New York; reproductive rights:

tory: \$265,000. affiliations, and the total Sharon Long, 41, associate profes-sor of biology, Stanford U.; biology \$260,000. Norman Manea, 55, author and in-

ternational fellow, Bard College; fellon and essnys: \$330,000. Paule Marshall, n.l. professor of English and creative writing, Virginia Commonwealth University: writng: \$369,000.

Michael Massing, 42. free-lance journalist. New York; writing:

Robert H. McCabe, 62, president Minuti-Dade Community College; education: \$365,000. Susan Melselas, 44, photojournal ist. New York; photojournalism:

Amalla Mesa-Bains, 48. artist, Sar Francisco; art: \$295,000. Stephen Schneider, 47, professor of climatology, Stanford U.; global climate research: \$290,000. Joanna Scott, 31, assistant profes-sor of English, U. of Rochester; fle-

John T. Scott, St. professor of fine arts, Xuvier (1, 11.a.); art: \$315,000. John Terborgh, 56, director of con-cervation biology, Duke 11.; biology

\$135 INHS Twyla Tharp, 50, choreograp New York: choreography: \$310,000, Uri Treisman, 45, professor of math emutics, 17, of Texas at Austin; mathematics and mathematics education: \$285,000. Lauret Y. Ulrich, 53, associate pro-

fessor of history, 13, of New Hump-shite; history: \$320,000. Goerat Vormolj, 46, professor of zo-ology, 11, of California at Davis; zoology: \$285,000.

Gunther Wagner, 18, professor of hiology, Yale 11.; biology: \$245,000.

ence of Watergate; insofar as ultraconservatives or radicals discuss Waterpate as exclusively a scandal, and not a constitutional crisis, they will be talking to themselves just as hopelessly.

Mr. Schudson's argument that Watergate represents many things to many people might lead some to assume that it doesn't represent anything to unyone. That seems to be what Michael Kazin concluded in his review in The Washington Post. Although largely admiring of Mr. Schudson's book, Mr. Kazin. a historian at the American University, writes that the author did not convince him that Watergate has had either great or lasting import.

On that point, Mr. Schudson acknowledges that his analysis does not fall on the radical, liberal, or conservative line. "I come down ull over the map," he says. But urging people to think more about Watergate is not the point-or at least not the only point-of his

# **Publishing**

Too hot to handle? That's apparently what a few scholarly presses concluded about a forthcoming book by Richard D. Mohr. a philosopher at the University of Illinois.

Despite rave reviews by outside referees. Oxford University Press, Routledge, and the presses at Indiana, NYU, Temple, Yale, Illinois, and Minnesota all passed up Mr. Mohr's Gay Ideas: Outing and Other Controversies when it made the rounds last year. Gay Ideas examines the moral dilemmas facing the homosexual community and includes a critique of ACT-UP and an argument in favor of "outing."

But what inspired the most qualms was Mr. Mohr's essay deconstructing gay erotic art, accompanied by several photographs by Robert Mapplethorpe and drawings by Rex and Tom of Finland. According to Mr. Mohr, Illinois and NYU refused to publish the graphics; Minnesota was willing to publish the graphics but not the text unless changes were made; Routledge requested that the chapter with the graphics be dropped; and the others cited various reasons for rejecting the manuscript or never acknowledged that they had received a copy.

Columbia University Press also considered the book but eventually it too said No-this despite the fact that Mr. Mohr was general editor of Columbia's book series "Between Men, Between Women: Lesbian and Gay Studies." "I was turned down by my own series," he says. Shortly after, Mr. Mohr resigned the editorship of the series, losing, he says, thousands of dollars in potential royalties. Ironically, just a month before Gay Ideas is released, Columbia will publish The Homoerotic Photograph by Allen Ellenzweig. which also saw several rejections before landing at Columbia. A Columbia editor declined to comment on the matter.

Rutgers agreed to release Gay Ideas, but Mr. Mohr finally accepted an offer from Beacon Press. "The artwork doesn't present any problem for us," says Dan O'Connell, Beacon's publicity manager. The book is slated for release in November, and Beacon is touting Gay Ideas as one of two lead books for the fall. The Playboy Foundation has contributed \$1,000 to offset the costs of securing the rights to the graphics.

The whole episode has left Mr. Mohr feeling pretty steamed. You can't understand the gay male psyche, he argues, unless you understand the croticists discussed in his essay. "The university presses abdicated their particular responsibility to make decisions with an eye to what is right, what is good, and what is challenging, rather than what is popular," he

Gay Ideas may have found a home, but it still hasn't found a printer. Five have declined to produce the book. "Beacon tells me not to worry, but I'll be relieved when they find a printer," Mr. Mohr says.

It's not exactly a supermarket tabloid, but things are getting so passionate in the "Proceedings and Addresses of the American Philosophical Association" that one letter writer in the June issue compares the journal to the "National Enquirer."

The June issue of Proceedings, due to be mailed next week, will contain nearly 30 pages of letters to the editor about Clark University's Christina Hoff Sommers, whose scathing critiques of academic feminism have enraged feminist philosophers.

"There has never been a controversy with this kind of animosity in the association," says Robert G. Turnbull, chair of the Board of Officers of the APA and professor emeritus of philosophy at the Ohio State University.

Among those weighing in are three longtime Sommers foes: Sandra Lee Bartky of the University of Illinois at Chicago, Marllyn Friedman of Washington University, and Alison M. Jaggar of the University of Colorado. The letters are in response to a biting exchange between Ms. Sommers and Ms. Friedman in the January issue of the journal.

In the exchange in the June issue, each side accuses the other of intellectual dishonesty, of misunderstanding feminism, and of generally making people's lives miserable.

Ms. Sommers closes her letter by thanking Mr. Turnbull for overruling the APA's Executive Director, David A. Hoekema, and allowing her letter to appear. Mr. Hoekema earlier wrote, in the Proceedings and in a letter to Ms. Sommers, that the journal would abide by a "no responses to responses" rule on letters to the editor.

Mr. Turnbull and Mr. Hoekema both deny that Mr. Hoekema was overruled and say that they together decided to make an exception to the rule. Mr. Hoekema invites readers of the June issue to move on to other issues and to "carry on the discussion" about Ms. Sommers and feminism in other journals.

Ms. Sommers is ready to do that. She recently signed a six-figure contract with Simon & Schuster for her book on the future of feminism. Her deadline is next April.

# Harvard Ponders Fate of Student Who Fabricated Data

By DAVID L. WHEELER school is considering whether to discipline a third-year student whom scientists at the National In-

The student, Mitchell Rosner, and the NIH scientists with whom he worked stated in a retraction in the May 29 issue of the journal Cell that he had fabricated data for a paper published in Cell last year,

vealed that the experimental evisupporting the conclusions of the paper by Rosner et al. has been fabricated by one of the authors (M.R.) without any knowledge by the others," said the re- readers wondering how much they tion of the gene, could stop embryo witch hunt engineered by Demo-Rosner and three co-authors -- he believed that journal editors of range of molecules could also stop Heinz Arnheiter, acting chief of the ten print retractions that hedge beviral pathogenesis' section at the cause of fears of libel suits. If not National Institute of Neurological all of the researchers who worked Disorders and Stroke; Ronald J. De Santo, an Nih researcher; and Louis M. Staudt, a senior scientist at the National Cancer Institute. We therefore retract this paper its entirety," the statement add-

Harvard University's medical anybody, within or outside the research community, who has been misled by this publication."

The retraction is winning praise stitutes of Health caught cheating for its clarity. "It's magnificent," said Drummond Rennie, a deputy can Medical Association and an an experiment. In the retracted paadjunct professor of medicine at "Recent investigations have re- studying the value of retractions,

#### Fears of Libel Suits

can trust an article. Dr. Rennie said development, when in fact a whole crats and the liberal media.

Dr. Arnheiter said he had begun for comment.

ed. "We sincerely apologize to to be suspicious of Mr. Rosner's

Dr. Arnheiter declined further comment on the matter but confirmed as correct an account in The New York Times that said Mr. per, the scientists purported to norm," said Dr. Rennie, who is essential to a newly fertilized egg in nation's constitutional order. proceeding to a fully developed

The associate dean for public af-

"Schudson seems to care more about how social memory works in the abstract than about what differ-A radical leftist view argues that ence the whole quarrelsome thickbryo. Mr. Rosner's failure to President Nixon was made a con- et of scheming and exposé has use proper controls in the experivenient scapegoat, diverting attenmade in our national life," Mr. Ka-

#### NEW SCHOLARLY BOOKS

Compiled by NINA C. AYOUB The following list has been compiled from information provided by the publishers. Prices and numbers of pages are sometimes approxi-

Some publishers offer discounts to scholars and to people who order in bulk.

#### ANTHROPOLOGY

The Cinematic Griot: The Ethnography of Jean Rough, by Paul Stoller (Universi ty of Chicago Press; 272 pages; \$39.95 hardcover, \$16.95 paperback). A study of the French anthropologist and ethnographic film maker; explores the relation between his writings and films on the Songhay people of Niger.

Visayan Vignettes: Ethnographic Traces of a Philippine Island, by Jean-Paul Du-moni (University of Chicago Press; 226 pages; \$39.95 hardcover, \$16.95 paper-back). Combines a study of the lives of Cebuano-speaking farmers and fisher-men on the Visayan island of Siguilor with discussion of how the author's in-volvement in the culture shaped his role as an observer.

#### ARCHAEOLOGY

Prehistoric Cannihalism at Mannes SMTUMR-2346, by Tim D. White (Princeton University Press; 488 pages; 62.50). Presents evidence that can balism took place around A.D. 1100 at an Anasazi pueblo in southwestern Colorado; based on a comparative analysis of

human bones found at site 5MTUMR-2346 and bones from animals used for

Visual Polemics in Ninth-Century Byzan tine Pealters, by Kathleen Corrigan (Cambridge University Press; 352 pages; \$90). Discusses three psalm books whose margins contain images that pro

# MARGIN RANGE

DESERT GARDEN



vide a visual commentary on the text: focuses on how the images defend Orthodox dogma and refute the claims of Iconoclasis, Jews, and Muslims.

High-Energy Radiation from Magne-tized Neutron Stars, by Peter Mészáros (University of Chicago Press; 532 pages \$98 hardcover, \$39.95 paperback). A

#### CLASSICAL STUDIES

The Edges of the Earth in Ancient Thought: Geography, Exploration, and Fiction, by James S. Romm (Princetor University Press; 256 pages; \$29.95). Explores Greek and Roman literary rep resentations of the furthest perimeters of the earth; considers, for example works that depict such regions as the homes of idealized human societies or bizarre animai life.

#### COMPUTER SCIENCE

The Reactive Keyboard, by John J. Darragh and Ian H. Witten (Cambridge University Press; 176 pages; \$44.95).
Describes the development of computerbased communications technology for the physically disabled; focuses on a system that speeds communication by predicting the user's next re-

#### ECOLOGY

The Ecology of Recently-Deglaciated Terrain: A Geoecological Approach to Blacler Foreignds, by John A., Matthews (Cambridge University Press; 400 pages; \$120). Analyzes the interaction of geo-logical and biological processes in the creation of deglaciated land.

Applying General Equilibrium, by John Shoven and John Whalley (Cambridge University Press; 304 pages; \$49.95 hardcover, \$22.95 paperback). Discusses the development and application of Walrasian general-equilibrium Maynard Keynes: An Economist's Blog-

> HUMAN MORALITY Somuel Scheffler

raphy, by Donald E. Moggridge (Routledge; 968 pages; \$37.50). Includes discussion of the English economist's extensive government career and his links

with such cultural circles as the Blooms

The Red and the Green The Rice and Fall of Collectivized Agriculture in Marxist Regimes, by Frederic L. Pryor (Prince-A computative study of the ideology, organization, and performance of collec-tivized agriculture in Eastern Europe and the third world; also considers the problems of privatizing such systems.

Soft Coal, Hard Cholces: The Economic Welfare of Bituminous Coal Miners, 1890-1930, by Price V. Fishback (Oxford University Press: 296 pages: \$39.95). Analyzes labor-market condi-tions for bituminous-coat miners durin

#### EDUCATION

From Prayer to Pragmatiem: A Biography of John L. Childs, by Lawrence J. Dennis (Southern Illinois University Press; 242 pages; \$27.50). An intellectual biography of a John Dewey disciple who was a prominent figure in education philosophy from 1930 to 1960. The Mask of Benevolence: Disabling the Deaf Community, by Harlan Lane (Alfred A. Knopf; 310 pages; \$231. Describes the relationship between deaf people and the medical, scientific, and

education establishment as one of colo-nization in which deaf language and culture are suppressed; argues, for exam-ple, that mainstreaming deaf children inders their education. FILM STUDIES

The Cinema of Federico Feilini, by Peter Continued on Following Page

rom 1899 to 1951.

The Art of Medleval French R

by Douglas Kelly (University of Wisconsin Press; 470 pages; \$65). Discusses

American cultural imagination; includes

discussion of realist and naturalist writ-

Deer Women and Elk Men: The Lakets

emes in the Lakota Indian stories col-

lected by the ethnologist Ella Deloria in the 1920's and 30's; also includes com-

parisons of Lakota narratives and Shakespeare's plays.

Desert, Garden, Margin, Range: Literature on the American Frontier, edited by Eric Heyne (Twayne Publishers; 182

pages; \$25.95 hardcover, \$12.95 paper back). Includes original essays on both

"canonical" and "marginalized" works of literature about the frontler.

The Dynamics of the Metaphorio Field: A Cognitive View of Literature, by Nicolae

Babuts (University of Delaware Press; 184 pages; \$32.50). Combines literary,

linguistic, and neuroscientific perspec-

lives in a study of memory and the un-

Faulkner's Subject: A Cosmos No One Owns, by Philip M. Weinstein (Cambridge University Press; 200 pages; \$42,95). Describes Faulkner's depiction

of the process of "becoming oneself."

Harlem in Review: Critical Reactions to

Black American Writers, 1917-1939, by John E. Bassett (Susquehanna Universi-

ty Press; 232 pages; \$36,50). Writers discussed include Claude McKay, Langston Hughes, Countee Cullen, Jessie

Openings: Narrative Beginnings from the Epic to the Novel, by A. D. Nuttali

(Oxford University Press; 272 pages;

\$55). Considers the concept and charac

ter of beginnings in literary works, na-ture, and history.

Oppositional Voices: Women as Writers and Translators in the English Renals-

sance, by Tina Krontiris (Routledge; 160 pages; \$39.95). Examines the work of

than era, a period described here as hos-

A Reading of Edward Taylor, by Thomas M. Davis (University of Delaware Press; 240 pages; \$36.50). A critical study of

the Scottish-born American poet and clergyman who lived from 1642 to 1729;

focuses on changes in the direction of hi work in series one of the Preparatory

Reading Raymond Carver, by Randolp Paul Runyon (Syracuse University Press; 248 pages; \$24.95). Explores self-referential links between the works in the 20th-century American writer's

short-slory collections.

Re-Thinking Theory: A Critique of Contemporary Literary Theory and an Alternative Account, by Richard Freadman and Seumas Miller (Cambridge University

Press; 278 pages; \$54.95). Theorists dis

cussed include Louis Althusser, Jacques Derrida, Michel Foucault, and support-

The Rites of Passage of Jean Genet: The Art and Aesthetics of Risk Taking, by

Gene A. Plunka (Fairleigh Dickinson

University Press; 360 pages; \$45). Describes "metamorphosis" as the central concept of the French writer's work,

and draws on the theories of the anthro pologist Victor Turner in an analysis of rites of passage in his dramas. Scheherezade in the Marketplace: Eliz-

beth Gaskell and the Victorian Novel, by

Hilary M. Schor (Oxford University Press; 236 pages; \$29.95). Topics include

the English writer's literary apprentice-ship; her relationship with the publish-

ing market and with her editor, Charles

Dickens; and her experimentation with

American Literature, by Stephen Fender (Cambridge University Press; 300 pages; \$44.95). Describes expressions of a

"psychology of emigration" in Ameri-can literature; writers discussed include

Jefferson, Cooper, Thoreau, Dos Pas-sos, and Norman Mailer.

sos, and Norman Mailer.

The Thought and Art of Joseph Joubert,
1754-1824, by David P. Kinloch (Oxford University Press; 256 pages; \$69).
Traces the development of the French
moralist's thought from the time of his
work as secretary to Denis Diderot
through his association with François
Chateaubriand; argues that Joubert's

the romance plot.

tile to female creativity.

nen writers during the late Elizabe-

Fauset, and Zora Neale Hurston.

derstanding of meaning in texts.

ngs from the 1850's to the 1920's.

#### **NEW SCHOLARLY BOOKS**

Continued From Preceding Page Bondanella t Princeton University Press; 392 pages; \$49.50 hardcover. \$17.95 paperback). Traces the career of the Italian film maker since his work as a cartoonist during the Pascist era; topics include the influence of popular culture, literature, and Jungian dream theory on

Light Moving in Time: Studies in the Vis-ual Aesthetics of Avant-Garde Film, by William C. Wees (University of California Press; 211 pages; \$35 hardcover, \$15 paperback). Discusses the version of humun vision produced by the unorthodox manipulation of camera technology in avant-garde film making.

Patterns of Time: Mizoguchi and the 1930's, by Donnid Kirihara (University of Wisconsin Press: 187 pages; \$50 hard-cover, \$24.95 paperback). Analyzes the early work of the Japanese director Kenji Mizoguchi; focuses on The Downfall of Osen. Naniva Elegy, Sisters of the Gion, and The Story of the Land the Gion, and The Story of the Last

Brookline (with Harvard University).

Reader's Digest Fund, and other donors.

-> \$32,000 for the university-based workshop.

→ \$120,000 for teacher release-time to participating districts.

from local liberal arts colleges to join in the workshop at each site.

#### FOLKLORE

Singing the Mester: The Emergence of African American Culture in the Planta-

tion South, by Roger D. Abrahams (Pantheon; 341 pages; \$25). Traces the origins of annual plantation corn-shucking contests in which blacks and whites were brought together and the former were encouraged to sing, dance, and tell stories; describes how slaves used such occusions as opportunities to ridicule eir masters, and how their perform ance style influenced white culture.

Badr al-Din Lu'lu': Atabeg of Mosul, 1211-1259, by Douglas Patton (University of Washington Press; 122 pages; \$12,951. A study of an adventurer who became araben or protector to the Zangld dynasty rulers of Mosul tnow a rein present-day Iraq), and later de acto ruler of the kingo

Between the Wars, 1919-39: The Cartoonists' Vision, by Roy Douglas (Routledge; 352 pages; \$29.95). Explores the social and political tensions of the interwar period as revealed in North American, European, and Asian cartoons. Oriven Patriot: The Life and Times of

James Forestal, by Townsend Hoopes and Douglas Brinkley (Alfred A. Knopf; 608 pages; \$30). Traces the government

REQUESTS FOR PROPOSALS

AMERICAN COUNCIL OF LEARNED

SOCIETIES COLLABORATIVES

**Humanities Curriculum and Teacher Development Project** 

The ACLS Elementary & Secondary School Teacher Development Project strengthens the

teaching of the humanities in the public schools through the support of public school teachers

engaged in the development of curricular materials reflecting current and emerging under-

standings of the humanities at the post-secondary level. This is being done by means of the

creation of a national network of public school teachers, college faculty members, and senior

research scholars collaborating in workshops at selected major research universities. The

sites selected for the 1992-93 school year were: San Diego (San Diego City Schools with the

University of California, San Diego); Minneapolis (the Minneapolis Public Schools with the

University of Minnesota); Los Angeles (Los Angeles Unified School District/Los Angeles

Educational Partnership with the University of California, Los Angeles); and Cambridge/

Approximately one million dollars in grants will be divided among four new sites.

University/School District Collaboratives are invited to apply to ACLS by September 15,

1992 for support under this program. Those collaboratives selected as ACLS sites will

include public school systems where teachers have significant curricular responsibility and

major research universities wishing to develop continuing relationships with their area's

ACLS will award one-to-one matching grants to each partner in the Collaborative:

In addition, ACLS will select and fund two post-secondary fellows (at up to \$45,000 each)

**Application Process** 

Education Office, American Council of Learned Societies

228 East 45th Street, New York, NY 10017-3398

Funding for this program has been provided by the Pew Charitable Trusts, DeWitt Wallace-

In the administration of its fellowship and grant programs, the ACLS does not discriminate on the basis of age, color, creed, disability, gender, marital status, national origin, race, or sexual preference.

To request a complete project description and an application form please write to:

career and troubled personal life of the public official who became the first U.S. Secretary of Defense in September 194 esigned in March 1949, and committee

In Pursuit of Gotham: Culture and Commerce in New York, by William R. Taylor Oxford University Press; 280 pages; \$24.95). Describes the city's rise as a national and international center of cul-

Low Living and High Thinking at Modern Times, New York, by Roger Wunderlich (Syracuse University Press; 288 pages; \$34.95). Discusses the brief (1851-1864) nistory of Modern Times, an experimen tal, libertarian community founded by the philosophical anarchists Josiah War-ren and Stephen Peurl Andrews in the

Miraga-Land: Images of Nevada, hy Wilbur S. Shepperson (University of Nevada Press; 190 pages; \$19.95). Uses motional brochures, and other texts lo explore images of Nevada from the

9th century to the present. The Papers of George Washington: Conation Series, edited by W. W. Abbot (University Press of Virginia). Volme 1: January-July 1784 (592 pages; \$47.501; Volume 2: July 1784-May 1785 (626 pages; \$47.50). The first two books t-volume collection of Wash-Ington's papers from his second retirement at Mount Vernon during the years preceding his Presidency.

The Papers of Woodrow Wilson, Volume 36: August 2—December 23, 1920, cdited by Arthur S. Link and others (Princeton University Press; 583 pages; \$57.50). uments Wilson's role in the 1920 Cox-Harding Presidential contest.

Religion and Society in Russia: The Six-senth and Soventeenth Conturies, by Paul Bushkovitch (Oxford University Press; 288 pages; \$39,95). Considers regious attitudes during a transitiona storical period that saw a decline in monusticism, the rise of miracle cults, nd the development of a more private

A Women's Civil War: A Diary With Rem-iniscences of the War, From March 1862, lited by Minrose C. Clwin (University

# of Wisconsin Press; 303 pages; \$49.50 hardcover, \$14.95 puperback). Edilon of the diary of Cornelia Peake McDon ald, a Winchester, Va., woman who struggled alone to provide for her niae children during the Civil War.

"authorial interventions" that shed ligh on what Chrétien de Troyes, Marie de Sollettors and Divorce, by Richard Ingleby (Oxford University Press; 208 pages; \$54). Examines how British solic France, and other medieval French romance writers thought about their work.

Bodies and Machines, by Mark Seltzer itors interact with clients, each other (Routledge; 248 pages; \$45 hardcover, and court officials in divorce cases. \$15.95 paperback). Examines the assoc ation of nature and technology in the

Andref Pintonov: Uncortainties of Spin, by Thomas Seifi id (Cambridge Universi-ty Press; 280 pages; \$59,95). Describes

#### Addresses of Publishers

Business and the control of the cont mbridge U. Press, 40 West 20th Street, New York 10011 fairleigh Dickinson U. Press, Associated University Presses, 440 Foragate Drive, Cranbury, N.J. 08512 Alfred A. Knopf, 201 East 50th Street, New York 10022

Oxford U. Press, 200 Madison Avenue, New York 10016 Pantheon Books, 201 East 50th Street. New York 10022 Princeton U. Press, 41 William Street, Princeton, N.J. 08540 Routledge, 29 West 35th Street, New York 10001

Southern (Ifinois U. Press, Box 3697, Carbondale, III. 62902 Susquehanna U. Press, Associated University Presses. 440 Forsgate Drive, Crenbury, N.J. 08512 Syracuse U. Press, 1600 Jamesville Avenue, Syracuse, N.Y. 13244

Temple U. Press, Broad and Oxford Streets, Philadelphia 19122 Twayne Publishers, 866 Third Avenue, New York 10022 U. of California Press, 2120 Berkeley Way, Berkeley, Cal. 94720 U. of Chicago Press, 5801 South Ellis Avenue, Chicago 50637 U. of Delaware Press, Associated University Presses, 440 Forsgate Drive, Cranbury, N.J. 08512

U. of Nevada Press, Reno 89557 U. of New Mexico Press, Albuquerque, N.M. 87131 U. of Washington Press, P.O. Box 50096, Senttle 98145

U. of Wisconsin Press, 114 North Murray Street. Madison, Wis.

U. Press of Virginia, Box 3608, University Station, Charlottesville,

#### REQUESTS FOR PROPOSALS

U.S. Department of Energy

#### Research Opportunities in Radioactive Waste Management

Oak Ridge Institute for Science and Education, on behalf of the U.S. Department of Energy, Office of Civilian Radioactive Waste Management, invites qualified faculty members at Historically Black Colleges and Universities (HBCU) to submit proposals for on-campus research in radioactive waste management. This program will support high-quality research proposals on important scientific or engineering problems related to the consolidation, packaging, handling, transportation, storage, disposal, and monitoring of spent nuclear fuel and highlevel radioactive waste. All research under the HBCU Radioactive Waste Management Research program must relate to the site characterization study at Yucca Mountain, Nevada.

Interested faculty members in the following disciplines are encouraged to apply:

> Earth Sciences Engineering Materials Science Radiation Sciences Transportation/Logistics

A Request for Proposals (RFP) packet may be obtained by

HBCI) Radioactive Waste Management Research Program Science/Engineering Education Division Oak Ridge Institute for Science and Education P.O. Box 117 Oak Ridge, TN 37831-0117 ATTN: Bille L. Stooksbury

Responses to the RFP are due on August 14, 1992, for contracts and funding distribution in 1993.

Telephone (615) 576-0037

the influence of utopian thought on the work of the Russian writer who lived scrutiny of the act of writing anticipates the aesthetics of such authors as Steph-

#### PHILOSOPHY

Human Morality, by Samuel Scheffler (Oxford University Press; 150 pages; \$26). Develops a theory of the relationship between morality and the individua that bridges the gup between those who feel that morality should coincide with an enlightened self interest and those who view morality and self interest as di-

The Imaginary Museum of Musical Works: An Essay in the Philosophy of Music, by Lydia Goehr (Oxford University Press; 328 pages; \$59). Narratives of Elfa Deloria, by Julian Rice (University of New Mexico Press; 192 pages; \$22.50). Focuses on sexual Traces the emergence of the concept of the musical "work" and considers what it means philosophically, musically, and historically to discuss music in such

> Moral Responsibility and the Bound atles of Community: Power and Account-ability from a Pragmetic Point of View, by Merion Smiley (University of Chicago Press; 286 pages; \$44 hardcover, \$17.95

paperback). Describes how people's concepts of blame or moral responsibility evolve out of their social and political point of view, and shape their for

The Philosophy of the Umit, by Drucilla Cornell (Routledge; 224 pages; \$45 hard-cover, \$14.95 paperback). Focuses on saues of gender hierarchy in a study the application of deconstruction theory to questions of ethics, justice, and legal interpretation; includes con parative discussion of the theories of ustice of Jacques Derrida and John

Privacy, Intimacy, and isolation, by Ju-lie Inness (Oxford University Press; 157 pages; \$24.95). Explores legal and philohical notions of privacy, inc the question, for example, of whether vacy is morally or conceptually distinct from other interests

#### **POLITICAL BCIENCE**

Engineers and Professional Self-Regu-ation: From the Finniston Committee to the Engineering Council, by Grant Jordan (Oxford University Press; 320 pages;

\$72). Discusses the negotiation process that produced a chartered Engineering Council in Britain, and describes how the Thatcher administration attempted o shape the direction of the engineeri

US-Japan Alliance Diplomacy, 1945. 1990, by Roger Buckley (Cumbridge University Press; 256 pages; \$49.95). Traces the development of U.S.-Japa nese relations in the postwar period.

#### PUBLIC POLICY

Why Airplanes Crash: Aviation Safety in a Changing World, by Clinton V. Oster, rr. John S. Strong, and C. Kurt Zorn Oxford University Press; 224 pages: 24.95). Considers such topics as the safety record of commuter nirlines in the post-deregulation era.

#### RELIGION

The Camphor Flame; Popular Hindulam and Society in India, by C. J. Fuller (Princeton University Press; 238 pages; \$45 hardcover, \$14.95 paperback). Topics include the relationship between

worship and sucrifice, the ritual power of goddesses and women, and the reli-gious contexts in which unequal relationships between deitles and humans or among humans themselves are expressed or denied.

Growing Up in Norway, 800 to 1980, by Floyd M. Martinson (Southern Illinois University Press; 268 pages; \$29.95). children from Viking times to the pres-ent; focuses on how their care and super-

vision became a public concern. Work and Democracy in Socialist Cuba by Linda Fuller (Temple University Press; 296 pages; \$44.95). Discusses Cuban reforms in the area of workplace democratization since the 1960's.

#### URBAN STUDIES

Mandem and the City, by Ira Katznelson (Oxford University Press; 336 pages; \$39.95). A critical analysis of larxist scholarship on cities and urban life over the past 25 years.

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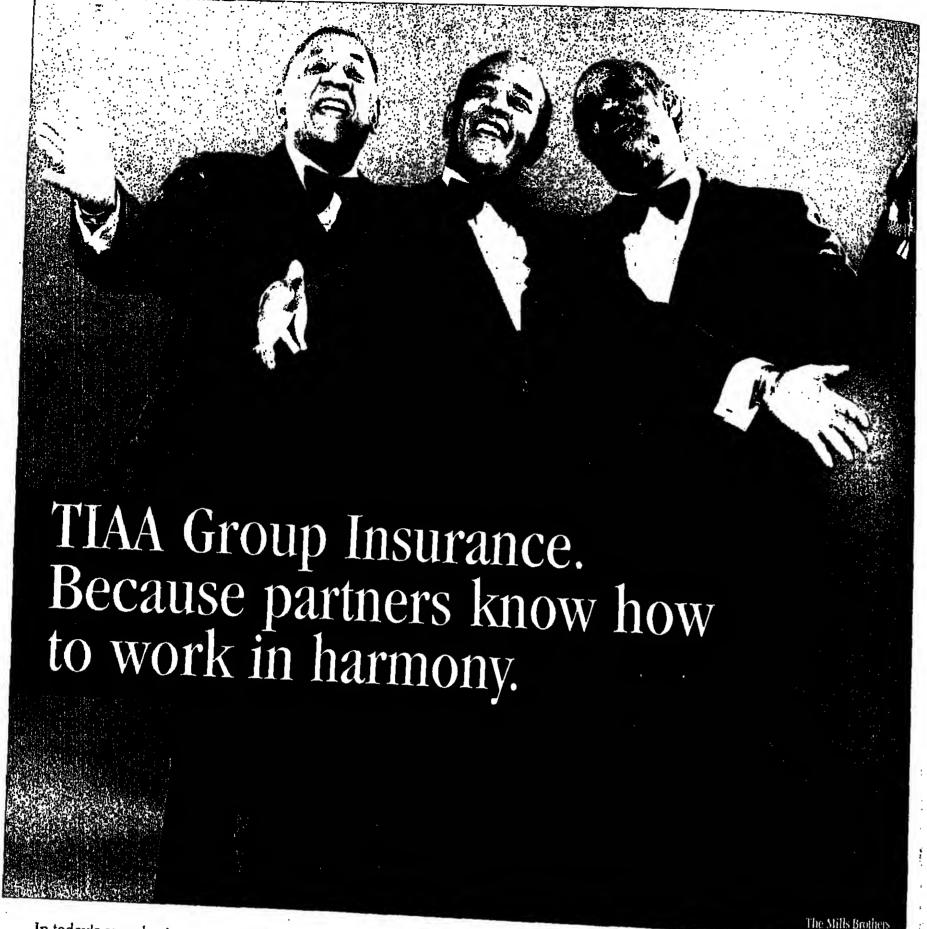
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## **Personal & Professional**

Spate of Resignations Prompts Concern About Health of the College Presidency Some behind-the-scenes discussions are under way about an alternative accrediting body designed to evaluate colleges that offer a traditional curriculum.

A disturbing pattern, or mere coincidence?

A confidential four-page memo about the proposed group says a "gang of fifteen" institutions seems

interested in the venture, but suggests that "the whole effort

Members of the National

moving to create a national academy to "advance liberal

Liberal Education would be

other academics who support a traditional curriculum, have been

learning." The proposed National

Academy for the Advancement of

separate from the NAS, and would

have both an accrediting arm and a

memo obtained by The Chronicle.

The Idea grew out of opposition to the policies of regional accreditors

that sought to use ethnic diversity as

a criterion for evaluating campuses.

The memo said that with "the

day," the academy should hold off

on announcing it. The memo was written by Robert Royal, vice-

president of the Ethics and Public Policy Center in Washington. He was

offered the job of directing the new

academy. In his memo, he declined the job and outlined his concern

that the academy needed to be more

sharply defined. Still, he called it an

backers of the academy, who include John T. Agresto, president of St. John's College of New Mexico, and

Stephen H. Balch, president of the

NAS. Mr. Balch said any comment

The beleaguered president of

So much for a 10-year

Lees College resigned under pressure last week, despite the

decade-long contract that the

trustees granted him last year. In a statement, the trustees said

the president, William B. Bradshaw,

would stay on as chief executive

found. Some professors worried

officer until a replacement could be

that might mean Mr. Bradshaw could remain in charge indefinitely.

In the statement, J. Phil Smith.

resignation with reluctance." Some

professors at the two-year college

said that Mr. Smith and Mr.

pressure from the community

recently investigated alleged

campus, which has no tenure

recently. A committee from the

national office of the American

**Association of University Professors** 

system. Mr. Bradshaw blamed the

problems at Lees on the "inability of the media to understand

Meanwhile, both men are facing

awsuits filed by two professors who

educational reform." Mr. Smith

could not be reached.

were fired last month.

the board's chairman, "accepted the

Bradshaw had come under mounting

The memo was directed to

'essential" enterprise

would be premature.

uncertainties about November 3

looking more worrisome every

think tank, according to a copy of the

Association of Scholars, along with

needs far better definition.

#### By COURTNEY LEATHERMAN

A recent spate of resignations by prominent university presidents has left observers wondering whether the departures mark an exodus from a job that has become unmanageable and unattractive, or simply a concurrence of unrelated events.

While some observers had previously expressed concern about the state of the college presidency, that sentiment reached new heights for some this month when Michael 1. Sovern announced his plans to retire next year from the post he will have held at Columbia University for 13 years. His announcement was the second by an lvy League president in as many weeks, following that of Yale University's chief, Benno C. Schmidt, Jr.

Mr. Sovern said he had decided to return to teaching law in order to spend more time with his wife, Joan Wit Sovern, who is suffering from a long-term illness. Mr. Schmidt will resign at the end of this year-his sixth on the job-to head a new chain of private secondary schools.

#### Mounting Pressures on Leaders

Some who follow academic presidencies believe it is more than coincidence that the chief executives at Columbia, Duke, Stanford, and Yale Universities and the Universities of California, Chicago, and Texas have announced their resignations within the last year. To suggest otherwise, they say, is to ignore the mounting pressures placed on university presidents

The observers worry that those pressures, which range from severe financial constraints to increased government oversight to heated curricular battles, have made the jobs unappealing to potential

Stanley Katz, president of the American Council of Learned Societies, says of the resignations: "You could call it natural, but I think there's something more there." He adds: "The job has changed, it has become tough, tough, with relatively little compensation, and it takes a toll.'

#### **Probing 'Structural Conditions'**

Kenneth Prewitt, senior vice-president dom that you get seven or eight in one

"Any good social scientist, when you see a pattern of events, ought to find some underlying structural conditions." adds Mr. Prewitt, who is trained as a political

Other observers, including some with first-hand experience as presidents, say the events are exactly that. They note that most of the retiring presidents had served far longer than average. (The average presidential term ranges from three to seven years, depending on the type and control of institutions.) They say the job has al-





Among presidents who recently announced retirements are, clockwise from top: Hanna H. Gray (15 years at Chicago); Michael I. Sovern (13 years at Columbia) Donald Kennedy (12 years at Stanford); H. Keith H. Brodle (8 years at Duke); and Benno C. Schmidt, Jr. (6 years at Yale).







of the Rockefeller Foundation, agrees that the departures are unusual: "It's not ran-

just turning over.'

Continued on Following Page

vard's list," Mr. Katz says, ng

University of Chicago.

will attract top-notch candidate

#### Resignations Prompt Concern About Health of the College Presidency

ways been tough, and that it is a agree that the successors to depart-largely because of the financial under scrutiny by federal auditors mistake to read too much into the ing chief executives have tough constraints facing all institutions. as part of a broad investigation into departures." I think these can be jobs ahead of them. explained as individual circumstances and not as a great new wave of disenchantment with the job," says Clark Kerr, president emeritus of the University of California system, who has heard the

has served a stint as an acting pres- cession ends. "These jobs aren't ident: "There are 300 to 400 new presidents every year who come on through resignation, retirement, death, whatever. This is a cluster of highly visible institutions so all of a sudden everybody pays atten- difficult the presidency has be- outgoing presidents were picked tion," says Ms. Green, vice-presi- come is overblown. Mr. Bok, now for their fund-raising skills. They dent at the American Council on a fellow at the Center for Advanced Education and director of its Cen- Study in the Behavioral Sciences in ade, but not for the future, he says. ter for Leadership Development. Palo Alto, Cal., notes that "stu-She and other experts on the col- dents aren't burning down buildlege presidency believe that insti- lngs now" as they were when he call for more consultation. That tutions seeking presidents will took office nearly 20 years ago. have plenty of good candidates.

Robert H. Atwell, president of the American Council on Education, believes the recent resignations were prompted partly by a realization that times will be tough so much fun anymore," he says.

Derek Bok, president emeritus reach a consensus," he says.

Still, many believe that new

#### THE CURRICULUM

- Xavier cuts some required theology courses
- Cabrini sets community service for juniors

courses will help students to a lege in terms of time allotted for better moral education, Xavier studio courses. An art school bia has cut administrative posi-University in Ohio contends in would require more than twice as tions, left faculty posts vacant, and

ber of required courses in philoso- ratio will be the opposite. But he 1992-93 budget. Yale is facing II phy and theology, requiring nine sald the program would leave stucredit hours instead of 12 in each dents well educated and prepared field. The Jesuit institution will for graduate school in art, if they cluster courses on ethics, religion, and society. Students must take one course each in literature, philosophy, and theology, plus an clective, all of which deal with an courses for non-majors. The deethical matter in contemporary so- partment now has 4 full-time facul-

Joan Connell, vice-president for academic affairs, said Xavier would still require more philosophy and theology coursework than any of the nation's other 28 Jesuit colleges and universities. But she said the new approach would guarantee integrated learning, rather than allowing students to take unrelated courses in the history of philosophy or theology.

Xavier's core curriculum requires 65 hours, more than half of an undergraduate's classroom time. The new curriculum also requires nine hours of laboratory the Common Good in Literature" science, six hours of a foreign language, and three hours of fine

ry, Columbia University will al- sche, and Hannah Arendt, and low undergraduates to major in hear presentations from Holocaus

The university has introduced a visual-arts major that will teach ba- to report on their work in homeless sic skills in painting, sculpture, and graphic arts. Seniors will receive studio space to create a final projdents to complete three interviews: ect, "They'll be doing their own work," said Allan Hacklin, chairman of visual arts. "They won't just go to classes to solve other people's problems."

Mr. Hacklin said the program lapses,

#### Not Much Fun Anymore

of Harvard University, disagrees. "I thought my job was fun," he says, adding that concern over how lumbia, believes that many of the

- Columbia lets undergraduates major in art-

Fewer required theology could not compete with an art col-The university has cut the num-courses, he said. At Columbia, the

Mr. Hacklin will hire new faculty members for the department. which traditionally had taught ty members and 15 adjunct instruc-

Inspired by books such as "Habits of the Heart" by Robert Bellah, Cabrini College requires that all juniors get involved in community-service activities.

The students' outside work is tied to a set of classroom seminars organized around the theme "the common good." The 10 seminars. which explore moral and ethical issues, include "Individualism and and "The Meaning of Altruism."

Sharon Schwarze, professor of nilosophy at the Roman Catholic liberal-arts college, teaches "The Problem of Evil," in which stu-For the first time in its histo- dents read Plato, Aristotle, Nietzsurvivors and resisters. At the end of the semester she asks students

shelters and literacy programs. Ms. Schwarze also requires stuone with a "moral hero," one with a "moral failure," and one with someone who exhibits "tainted decency;" meaning a person who has tried to lead an upright life but has

Despite their differences, many presidents will need new skills and other research universities are

generation of presidents must focus far more attention on internal "To make deep cuts in the expense base of a university, you need knowledge of the inside workings for universities even after the re- of the place, the confidence of the people, and the courage to go out

Mr. Hood, a former vice-president of Arts and Sciences at Cowere well groomed for the last dec-

Mr. Sovern says he can testify to the fact that tough financial times means presidents have to spend even more hours on the job. "You don't need to explain yourself in great detail when you're raising salaries and building buildings," he says. "But when you're asking faculty for sacrifices, you have to be clear about explaining yourself and spend a lot of time listening."

#### A Lot of Explaining

Like many presidents, Mr. Sovern has had to do a lot of explainmany art courses as liberal-arts spent money from its endowment, all to cover a \$50-million gap in the \$15-million deficit, the deterioration of buildings, and protests from professors who balked ut the ikl-

month in the legal saga of two

controversial City College pro-

fessors. One, Leonard Jeffries,

Jr., the outgoing head of the

black-studies department, sued

the institution for removing him

as chairman. The other profes-

sor, Michael Levin, won an ap-

peals-court victory in his free-

speech lawsuit against the col-

Mr. Jeffries sued the college,

part of the City University of

New York, in Federal District

Court. Claiming that his First

Amendment rights were violat-

ed, he is seeking reinstatement

marks he made last summer that

were widely condemned as anti-

CUNY trustees appointed Ed-

mund W. Gordon, a professor

emeritus of psychology at Yale

scholar, to a two-year term as

Semitic and anti-white.

and \$25-million in damages.

Don Hood, a psychology profes- the way institutions have spent fedsor at Columbia, believes the next - eral money intended to cover the overhead costs of research. It was the seandal over Stanford's han-

> "When you're asking faculty for sacrifices, you have to be clear about explaining yourself and spend a lot of time

dling of overhead research costs that prompted Donald Kennedy to announce his retirement after 12 years as president.

State institutions, like the University of California system, have been hit hard by severe cuts in state support. However, David P. Gardner, who plans to step down in October after nine years as president of the system, cited his wife's death last year as his reason for

At Duke, some professors say the problems that led to H. Keith H. Brodie's announcement that he would resign next year after eight years as president had more to do with his deteriorating relationship with the faculty than with financial

politicians."

man for 20 years until the CUNY even though no students had

Board of Trustees voted in complained. Last fall a district-

a storm of criticism over re- worded ruling in his favor.

department chairman, effective his views, the creation of a sec-

on pending litigation.

Articles on Intelligence

fessor who has written articles

suggesting that blacks are intel-

lectually inferior to whites. He

sued the college in 1990, claim-

ing his free-speech rights had

been violated when the college

writings and established a paral-

The university system ap-

pealed. Last week a panel of

ond course section had a chill-

udges from the U.S. Court of

formed a panel to examine his

Given the bleak linancial picture and the pressures presidents face, some people worry that there are ty positions. Columbia, Stanford, Gerhard Casper was No. 2 on Har

2 CUNY Suits: White Professor Prevails; Jeffries Files In his suit, Mr. Jeffries re- ing effect on Mr. Levin's fitte There were new twists this ferred to "hysterical criticism in speech rights. It left intact a the press" and pressure from lower-court aguaction banning

"uninformed and opportunistic alternative sections. The new rating also said that A CUNY spokesman said unithe formation of a committee to versity officials do not comment review Mr. t evin's writingshad had a chilling effect, but it found that a lower-court injunction hauting further investigations The other case involves Mr. was unnecessary. Levin, a white philosophy pro-

The appellate court disgreed, meanwhile, with the loser court's finding that Mr. Leve was entitled to protection by se curity personnel because his classes had been disrupted by

The American Associational Mr. Jeffries served as chair-lel section of a course he taught. University of Virginia's Thoras Jefferson Center for the Pro-March to replace him. He faced court judge issued a strongly a friend-of-the-court brief in the case, siding with Mr. Levia.

In a statement, curr officials said they were pleased with the decision on the security issue Appeals for the Second Circuit hut "disappointed that the coul. supported much of Mr. Levin's did not recognize City College's argument. The panel ruled that fundamental need to provide University and a noted black because there was no evidence students with greater choice students had been harmed by and availability of classes."

-DENISE K. MAGNES AND CAROLYN J. MOONEY

Foundation worries that the job mattractive for reasons others the financial pressures. Heir a widely used method for teachcerned that the position no ke garriers respect. In fact, he shows that it not only helps stulieves the public has at & shows that it not only its dents pass calculus but also seems seemed almost gleeful when a versity presidents have be to help them stay in college.

The system uses small, student-Others agree, but ask the culus courses, which have been led workshops to supplement calmuch has changed, "Do your one of the greatest barriers for stupresidents got a lot of respect '68, '69, '70?' asks Mr. Hood ence, or engineering education. Some sense a growing cone Some studies have found that half about finding new leaders we of the students who take college several institutions will be a calculus do not complete the ducting searches simultanees course the first time they take it. "There may be a certain sense Uri Treisman, the director of the

panic brought on by the mount Dana Center for Mathematics and

#### number of announcements of tirement plans." says Raph i Court Lifts Decree Nicholas, dean of the collegean on Brown U. Hiring Nonetheless, Mr. Nicholassi he remains confident that Chia and Promotions

succeed Hanna H. Gray, st plans to retire next year affeit At the request of administrators years. Others believe the man and female professors at Brown ties with vacancies will attractle. University, a federal court judge share of qualified candidates; has vacated a consent decree that don't see any shortage of page governed faculty hiring and promowho are interested in taking one tion for 14 years.

challenge," says Judith G. Tood The so-called Lamphere Decree ton, deputy director of the Ame was the result of a settlement in a can Council on Education's Of sex-discrimination lawsuit filed in of Women in Higher Educate 1977 by Louise Lamphere, then a (Statistics recently released by k professor at Brown. The decree office suggest that more of the provided goals and timetables to candidates could be women: 12g measure the university's progress cent of presidents in 1992 at in hiring female faculty members. women, up from 5 per cent It also set up promotion and hiring guidelines for all faculty members.

Anne Fausto-Sterling, a profes-Says Mr. Soveru: "Therewill plenty of outstanding peoplet sor of medical science and one of succeed us "He adds: "Youks three people representing Brown's not enough qualified candidates for the French have a saying. In female professors, said most womministration's plan to reduce faculthe jobs. "It's not surprising that concerns are full of indispended on a the university felt that having the decree vacated would be "a good tactical move." Their vote to petition the court to end the decree took place at a meeting last year, and the petition was granted last

"The issue was whether we'd be better off working within a university system or within an increasingconservative court system,' Ms. Fausto-Sterling said.

#### 67 Women Have Tenure

Brown has far more women on the faculty now than before the decree took effect. The number of tenured women at Brown rose to 67 in academic 1991-92, up from 12 in 1976-77. The number of tenured men also rose during that period, to 342 from 334. The number of nontenured women rose to 61 from 40, while the number of non-tenured men fell to 79 from 84.

Ms. Fausto-Sterling said she thought some departments still resisted hiring women. But she said the decree had given women a bigquality of the faculty by requiring such procedures as nationally advertised searches. It also helped male candidates, she said.

"If you have an old-boy system instead of a national search, it may be there are men you're missing out on, too," she said.

Ms. Lamphere, who had filed the suit when she was denied tenure at Brown, was later granted tenure there. She has since left the university. —CAROLYN J. MOONEY

#### ring to Stanford's new president Mr. Prewitt of the Rockets Teaching Calculus to Minority Students Helps Them Stay in College Science Education at the Universiabout 30 colleges. Now, variations the invitation meet twice a week A five-year follow-up study of ty of California at Berkeley, devel- of Mr. Treisman's teaching method for two hours to work on calculus

ing Mr. Treisman one of its no-V. Bonsangue, a professor of nio College, studied the method for

in Washington last month.

five years at California State Poly-

technic University at Pomona and

oped the system of student honors are being used at more than 125 workshops to help minority stu-colleges and universities, says MacArthur Foundation is award- mathematics at St. Olaf College, progress of individual students. who will take over this week as exstrings-attached fellowships this ecutive director of the Mathematiweek. Another researcher, Martin cal Sciences Education Board at the National Research Council of mathematics at Mount San Anto- the National Academy of Sciences.

As the system is employed at California State Polytechnic, freshman calculus students from minorpresented his findings, which have ity groups that are underrepresentnot yet been published, in a lecture ed in scientific professions are invited by minority students from In 1989 Mr. Treisman estimated upper classes to participate in the that his method was being used at workshops. Students who accept

problems developed by the student leaders. The workshop leaders also dents excel in mathematics. The Lynn A. Steen, a professor of meet with professors to discuss the

#### A Lasting Effect

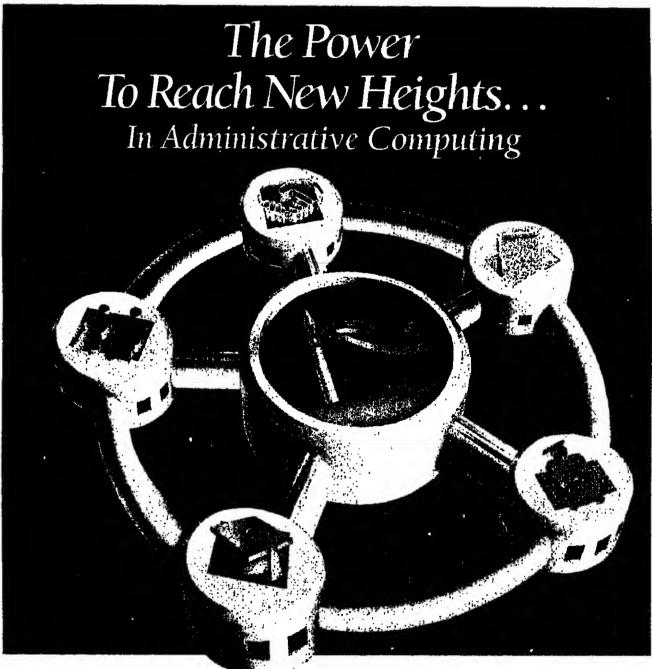
Mr. Bonsangue studied 320 students at Pomona who took calculus. He interviewed those who participated in the workshops and those who did not, and checked their academic records.

Mr. Bonsangue found that the workshops had a lasting effect on the students' styles of studying math and science, encouraging tired of being the filter instead of them to study collaboratively in- the pump," he said.

stead of struggling alone. The study method also seemed to help students stay in college: Forty-two per cent of those who did not participate in the workshops had dropped out of the university by the spring of 1991, while only 4 per cent of the workshop students had left the institution at that time.

The workshop students were not better prepared academically in high school than those who did not participate, Mr. Bonsangue said.

Mr. Treisman, who is moving from Berkeley to the University of Texas at Austin, said the workshops had been widely adopted because mathematicians did not want calculus to be perceived as a barrier to a scientific career, "We're



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# **Information Technology**

Clyde, Jerome, Duck, Buck, and Terry aren't just Portland Trail Blazers anymore. Researchers at Oregon State University's College of Oceanography have named five owerful new workstations after the players on the National Basketball Association team. And they have named a small computer Adelmar after the Blazers' coach. The researchers are participating in a three-year project to study the carth's ecosystem, supported by the National Aeronautics and Space Administration, that requires highperformance computing. The International Business Machines

Librarians at the College of Wooster are giving credit to keyelectronic catalog for a dramatic increase this year in the use of printed materials and microfiche

Corporation provided the five RISC 6000 computers to run models of water circulation and analyze data.

'The conventional card catalog had only three access pointsauthor, title, and subject," says Damon Hickey, director of the Andrews Library, "If library users were unsure of the subject heading they might not find what they wanted, even when it was in the

The electronic catalog gives professors and students a fourth way-subject key words-to gain access to library materials. That kind of search, which lets people use everyday words, turns up materials few knew the library had, Mr. Hickey says.

Next fall the City University of New York will begin testing telecommunications service that could make it cheaper and easier to hold conferences and classes electronically. The service will be offered by New York Telephone and Northern Telecom.

Educational institutions must now lease transmission lines to obtain the bandwidth required to hold videoconferences and send data and images. They pay for the line, whether or not they are using it. With the new service, called Switched Wideband Service, institutions could obtain the bandwidth they need over existing telephone lines and pay only for the time they use.

The service would also let institutions designate the bandwidth necessary for each transmission. For example, the medical school would need a wider bandwidth to transmit a high-resolution medical image than it would to conduct a videoconference.

In November, cuny will start the six-month test by holding videoconferences between two sites within the 21-campus system. The following spring, faculty members at two different colleges will try using the service to offer instruction.

The university's Office of Budget, Finance, and Computing will evaluate the results.



James F. Blinn, a computer expert and an instructor at the California institute of Technology: "I never thought I could actually make a living doing this."

# A Computer Animator Brings Unseen Worlds to Whimsical Life

From 3-D images of electrical fields, to strings of equations dancing a samba

#### By DAVID L. WILSON

PASADENA, CAL. James F. Blinn, un instructor at the California Institute of Technology, is delighted to show his latest project to a visitor. A few taps on a keyboard, and a cartoon image of a green tentacle wielding a ray gun appears on a computer screen. Punching another key brings the image to life, as a purple beam flashes from the ray gun and zaps an innocent triangle, which suddenly ex-

It's a captivating way to show students how aspects of shapes—the angles and proportions, for example-don't change, regardless of changes in the size of the

The unrestrained whimsy of Mr. Blinn's of fans among students and professors. He teaches classes in computer animation here, and his work has helped revolutionize the way mathematical concepts are taught through television and videotapes. The programs are widely used by high schools and colleges.

#### 'Where Should I Begin'

Eugene A, Klotz, a professor of mathematics at Swarthmore College, is at somewhat of a loss when asked to comment on Mr. Blinn, "Where should I begin?" asks Mr. Klotz, who is also director of Swarthmore's Visual Geometry Project, which

produces computer-animated videotapes for high-school math courses. "I guess anybody who's turned on a TV has seen his work. He's one of the best of the best."

In the public-television series "Cosmos," which was first broadcast in 1980, Mr. Blinn's animation was used to illustrate events that are too small to be seen. Cartoon images of the behavior of atoms and molecules showed viewers things even scientists haven't been able to watch. His work also has shown television viewers simulations of things that are too far away to be seen. For example, while working as a computer expert at Caltech's Jet Propulsion Laboratory, he created a series of extremely sophisticated simulations of what the Voyager space probes saw as they passed by the planets of the solar system.

More recently, he produced the computer animations used in a series of television programs that make up a college-level in-

#### "I was wandering through

the course catalogue and I saw a course on computer programming, and I thought, Hmm, I wonder what this is. So I signed up for it."

troductory physics course, "The Mechanical Universe . . . and Beyond." Today he spends his time animating concepts used in "Project MATHEMATICS!," a series of videotapes designed to teach basic concepts to high-school students.

#### MacArthur 'Genius Grant'

His computer animation has won numerous awards, and it brought him a MacArthur "genius grant" last year, Mr. Blinn still seems a little bewildered about all the

"I never thought I could actually make a living doing this," he says, explaining that, with a friend, he had made primitive animated cartoons in high school using paper cut-outs and an old home-movie camera, exposing one frame at a time.

When he entered college in 1972, interested in both physics and astronomy, "1 had never heard of computers," he says.

A heavy dose of French in high school enabled him to complete the stiff language requirement at the University of Michigan, where he did his undergraduate work, in only one semester. If he had had to take three years of French in college, he muses, his life might be very different today, "There was this big hole in my schedule where everybody clse was doing language requirements," he says. "I was wandering through the course catalogue and I saw a Continued on Page A19



#### **NEW COMPUTER SOFTWARE**

The following list of computer software has been compiled from information provided by the publishers or by companies marketing the programs. Prices are subject to change without notice. For information about specific applications and hardware requirements, contact the companies directly.

#### COMPUTER PROGRAMS

Anatomy. "The Human Body: Struc-Anatomy. "The Human Body: Structure and Function." for Apple Macintosh. Requires "HyperCard." Lets students explore human anatomical systems and functions; includes dlagrams of basic anatomy linked to labels and glossary cards; \$39; quantity discounts available. Contact: Intellimation, Department GABG, Roy 1530, Santa Burband. partmeni GAPO, Box 1530, Santa Barba-ra, Cal. 931 16-1530; (800) 346-8355 or (805) 685-2100.

Art. "Flip Book," for Apple Mucin-losh. Requires "HyperCard." Intro-duces students to cel animation, in which they draw a background on one "page" followed by slightly altered images on a series of pages: the computer "flips" from page to page, creating the illusion of movement; includes sample animations and digitized sound: \$36: quantity discounts available. Contact: Intellimation, Department GAPG, Box 1530, Santa Barbara, Cal. 931 16-1530; (800) 346-8355 or (805) 685-2100.

Blotogy. "HyperFly Series," for Apple Macintosh. Requires "HyperCard." Two interactive Inhoratory simulations introduce students to genetics: "HyperFly" gives students to genetics: "HyperFly" gives students 45 strains of fruit
fly to cross; "HyperFly Advanced" iltustrates production of offspring from
crossing Drosophila using any of 45 mutant strains; \$69 for both; quantity discounts available. Contact: Intellimation,
Department GAPG, Box 1530, Santa Barbara, Cat. 931 16-1530; (800) 346-8355 or
1805) 685-2100.

Oceanography. "PC-SEAPAK, Version 4.0," for IBM PC and compatibles. Interactive satellite data-analysis package lets researchers process and interpret data from the Nimbus-7 Coustal Zone Color Scanner and the NOAA advanced very-high-resolution radiometer; inciudes t 14 programs; \$450 for software; \$50 for documentation. Contact: Cosmic, University of Georgia, 382 East Broad Street, Athens, Ga. 30602; (404)

Utilities. "Modem MacAccess," for

Apple Macintosh. Requires "Hyper Card." Provides access to on-line library resources and electronic bulletin boards; includes word-processing mod and nutepad; lets users send prepared files; \$39; quantity discounts available. Contact: Intellimation, Department OAPO, Box 1530, Santa Barbara, Cnl. 93116-1530; (800) 346-8355 or (805) 685-

Utilities, "Videodisc ShowMaker," for Apple Macintosh. Requires "Hyper-Card," videodisk player, and color mon ilor. Leis instructors catalogue and present images and video segments stored on a videodisk for multimedia presenta tions during classroom lectures; users can search by keyword, descriptive field data, and footnote field data; includes data base for the "National Gallery of Ari" videodisk; \$32; quantity discount avgilable. Contact: Intellimation, Depariment GAPO, Box 1530, Santa Borba-m, Cal. 93116-1530; (800) 346-8355 or

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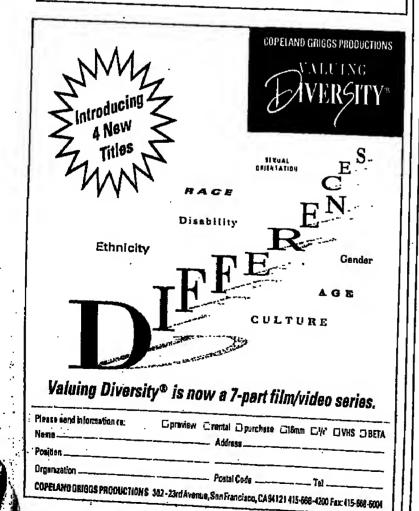
ment." for CD-ROM players used with 18M PC and compatibles. Contains the and training of health workers; includes case studies of community-based development projects; \$320. Contact: National Information Services Corporation, 3100 St. Paul Street, Baltimore 21218; (301) 243-0797 (301) 243-0797.

from 1974 to the present; includes economic geology, mineral and petroleum production and resources, energy production and resources, energy sources, fossil fuels, hydrology, hydrogeology, geophysics, geochemistry, oceanology, and more; contains full text of Gentiles, Bibliography of Evanomic Geology, Geostleme Documentation, and Hydrottiles; \$1,995; updated semi-annually, Contact: National Information Services Corporation, 3100 St. Paul Street, Bultimore 21218; (101) 243-0232 Street, Bullimore 21218; (301) 243-0797.

Environmental data bases. "Women, Water, and Sauitation: Impacts on Health, Agriculture, and Environfull text of documents issued from 1979 to 1989 by I I International-development agencies, including the U.S. Agency for age notes, including the U.S. Agency for International Development, CARE, the World Flealth Organization, the World Bank, several United Nations agencies, and more; subjects range from agriculture and health practices to education and training of health waybare, legislate.

Geology data bases, "GeoArchive." for CD-ROM players used with IBM PC and compatibles. Contains 675,000 bibliographic records of geological books, conference proceedings, doctoral dissertations, reports, serials, and maps from 1974 to the present includes as

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#### Using Computers to Animate Math and Physics

Continued From Page A17 course on computer programming, and I thought, Hmm, I wonder what this is. So I signed up for

"Eventually I realized that you could use the computer to make animations of things based on physics principles. So this was all the interests that I had-physics, math and animation-together."

While computer-animation programs are common today, when Mr. Blinn first began his career in

"These days you don't have to immerse yourself In a large bureaucratic

organization to obtain the basic tools necessary to

do your work."

1978, shortly after graduating from the University of Utah with a doctorate in computer science, little software sitting on the shelf could be used to construct sophisticated cartoons on the computer. "Basically I had to do everything from scratch," he says. "We had to build everything-software, hardware-from the ground up."

#### **Big and Cantankerous**

In those days, Mr. Blinn needed to work at a place like the Jet Propulsion Laboratory, which he joined after graduate school, because the computers required to do the work were big, cantankerous, and very expensive. A legion of people was required just to keep the blg mainframes running. Today he uses a standard desktop computer based on the design developed by International Business Machines Corporation, "These days you don't have to immerse yourself in a large bureaucratic organization to obtain the basic tools necessary to do your work," he says. "The computer I'm working on today is so cheap that if it broke, we'd probably just throw it away

and buy a new one." Mr. Blinn still uses fundamentally the same computer programs he developed nearly two decades ago when he first began creating animation on computers. They are written in FORTRAN, a relatively old and complicated computer lan-

Mr. Blinn says he is doing some into another, more modern, language because of the improved capabilities of today's computer languages. He is clearly ambivalent, however. "At this point I'm so fluent in FORTRAN that I can put it up on the screen and see if there's any bugs in it just by looking at it," he says. "It's taken 20 years to develop this skill, and you don't throw that skill away casually. I'm not interested in leaving FORTRAN unless there's an incredibly good reason,

not just a good reason." Mr. Blinn does not physically "draw" his computer animations.

Rather, using commands typed on Most science animation involves the computer's keyboard, he as- two types of people, he says, the sembles various shapes on the expert and the animator. The exscreen. He might tell the machine pert tries to explain what is needed, to produce an oval, which then ap- with no clear grasp of the possibilipears on the screen. He can then ties of animation, while the unimarotate the oval in any dimension, tor has at best a fuzzy understandplace it anywhere on the computer ing of the scientific principles that screen, attach other shapes to it, are supposed to be illustrated. and fill in the object with colors. To "There's always this comproanimate the object, the computer mise," Mr. Blinn says. creates a series of "frames," like His animations are rigorously stills from a movie, each slightly accurate from a scientific perspecdifferent from the last. When the tive, although they have all the computer displays the frames rap- charm of a Bugs Bunny feature. Inidly in a specific order, the objects deed, it is Mr. Blinn's sense of huon the screen appear to move mor that differentiates his work

smoothly. Mr. Blinn has no explicit training forts. Where else would a person in art, he says, "but both my par- on a skateboard zip past Albert ents are art teachers, so I guess I Einstein? The quirky, fast-paced had a feel for it."

He thinks his animations have captured people's imaginations because they are both amusing and scientifically accurate. "Animation is good for showing three-dimensional-type things that are difficult to draw, and also for showing moving things."

In the past, his work has delivered to viewers three-dimensional representations of electrical fields. a simulation of what happens to particles in a linear accelerator, gags are integral to maintaining and strings of mathematical equations dancing a samba.

Programs like "The Mechanical Universe" series, he says, were able to speak to students in an intuitive way, showing them how things work without getting bogged play in the Caltech wind ensemdown in mathematics. "You're ble," he says. "But I don't practice pretty used to physics in a lot of enough, so I'm not incredibly basic motion in everyday life," he good. But I'm able to stumble says, "You drive a car, you ride a along and not make too big a fool of bicycle, you know about force and myself. Sometimes I think I do it to motion very intuitively. But if you're talking about how atoms bounce around or how planets group is different from everything move in their orbits, you can't ever else he does, Mr. Blinn says. "It's see those things. Animation is able an entirely different thought procto make images that you can study ess. The animation stuff is improand just let percolate into your vised. I play it back, and revise it.

#### Rigorously Accurate

Other members of the teams that helped develop the various projects for which he has produced animated illustrations worked on the scripts for the programs and gave them to him with requests for ani- own tiny universes. "Sometimes mation. "They didn't have to ex- it's nice to just be a small cog in a plain the concepts to me," he says. machine.

Computer Uncovers Illegal Use of Telephones

from other, drier, educational ef-

"The computer I'm

working on today is

broke, we'd probably

and buy a new one."

viewers' attention, he says.

"These things aren't funny by acci-

For relaxation, Mr. Blinn plays

the trombone, an instrument he

took up in the seventh grade. "I

Playing an instrument with a

When you're playing with a group,

when the beat comes, you have to

play It then instead of thinking,

well, maybe it would be better

"It's interesting to surrender

control to the director," says the

man who is famous for creating his

teach myself humility."

so cheap that If it

Just throw it away

College Park has developed a com- university's voice-response sysputer system to stop fraudulent use tem, which dials the number being of telephone charge cards before

1BM desktop computer, flags calls 'We've noticed you may be having that appear to be attempts by com- some difficulties with your teleputer hackers to uncover authori- phone. Please contact our service zation codes, says Jonathan R. desk," Mr. Rood says. Rood, director of the communications department.

#### Codes Dialed at Random

calls are completed.

puters to dial codes at random until the telephone system accepts one as yalid. When it finds a valid code, the computer signals the hacker.

tempt very quickly," says Mr. Rood, by noticing several incomplete calls in quick succession from a single line, or repeated transmission of incorrect security codes,

The University of Maryland at The computer then alerts the used for the suspicious activity. "You pick up the phone, and a The system, which runs on an voice says, in a very pleasant way,

The voice response has been quite effective since it was activated in May, he says. "We've never had a repeat performance from a Hackers can program their com- number that received that phone call," he says.

Mr. Rood won't say how much fraudulent telephone calls have cost his university in the past, but "This system catches such an at- he says that colleges and universities typically lose from \$50,000 to \$100,000 a year due to illegal telephone use. "If you have telephones, you have fraud," he says.

-DAVID L. WILSON

Advertisement The Learning Society:

A Human Story

By Bernard R. Gifford, Ph.D. Apple Computer, Inc.

Anyone who has ever been a single

parent-as I was for a time in the mid-1980s-will recognize elements of this scenario: I had gotten five-year-old Nelson fed and dressed (with the minor exception of a missing right sline), and I was getting ready to fly to Washington, D.C., for a meeting of an advisory committee formed by Secretary of Education William Benner, when the bubysitter called to say that she was Ill.

A taxi was supposed to arrive in ten minutes to take me to the airpon, so I figured I'd have to cancel. But I couldn't quite get myself to make the call. I had a viewpoint that Secretary Bennett probably didn't hear every day, and I was eager to express it. And after all, I told myself, it wouldn't hurt the committee to see a child. So an hour later Nelson and I raced onto the plane, on our way to the U.S. Department of Education.

Nelson was better behaved than I was that day. He are lunch with a minimum of spits and spills as the boring grown-ups around him droned on about educational policy. Bill Bennett marveled at his refinement. Diane Ravitch, who had known Nelson from infancy, joked that he'd obviously learned his manners from the babysitter.

Then, mercifully, one of Secretary Bennett's assistants took a king lunch break and invited Nelson on a trip to the Smithsonian. I picked him up there an hour later, and we explored the museum for the rest of the day. We enjoyed it so much that we stayed in Washington an extra day so we could go back to the museum.

That was the last time I'd spent much three at the Smithsonian. When I heard that the museum had mounted an extensive information Age exhibit, five years in the making, I was happy to return.

"This is not a show about computers," said David Allison, the show's chief curator, as he walked me around the labyrinthian exhibit, "although we do have \$10 million worth of computer equipment running it."

I asked him how the show had evolved.

"We began with a great collection of artifacts," David explained. "We had Morse's original telegraph. That's our starting point—the moment when information becomes electronic." He pointed to a showcase that housed an oddly elongated wooden contraption. "Morse was an artist," David explained, responding to my obvious surprise. "He made the first telegraph from a canvas stretcher."

David told me that the Smithsonian owned, or could horrow, a fascinating collection of information-processing artifacts—from the actual "red tape" used for decades to bind official documents, to the automated robotic equipment used today to assemble cars.

"We have ENIGMA," he continued, "the cipher machine used by the Germans to encode messages during World War II, and the complex processing machine the Allies used to break the code. We have the first integrated circuit designed by Jack Kilby in 1958. And we have one of the first Apple computers, which was built in a homemade wooden box in 1976. It's one of the exhibit's most valuable artifacts, by the way."

"Sounds like a show about computers," I remarked. "That's how it began," David said. "But we quickly realized that visitors wouldn't be moved by boxes of circultry. They'd want to know about the interplay between people and technology. So everywhere you look in this exhibit, you see people. It's a human story."

The exhibit uses technology to humanize the story, inviting visitors to enter information about themselves into its computer network. A display about the 1890 U.S. census, for example, documents the era when our society began keeping systematic data about itself, using punch-card machines. I watched a young woman scan the bur code on the back of her exhibit guide, and then answer some simple questions about herself on the computer. She got back this profile of what her life might have been like a century ago: "You're not married yet, and you've been lucky enough to get a good clerical job. (Only about 4 percent of women have clerical lobs.) You work 50 hours a week to earn about \$5-about 60 percent of what men earn."

Next we stopped at an exhibit about the Social Security Administration, where in 1935, 5,000 people were put to work establishing records for 26 million Americans, "This exhibit shows one of our oldest data processors—an office," David commented. "It's a system of people and machines following procedures to process information."

Another bend in the exhibit brought us to the FBI's first fingenering computer. It "read" my fingerprint by digitizing it and recording it electronically. Here the computer-human interface became literal, as body characteristics became electronic. The display raises important issues about technology and privacy.

At the exhibit's end, we stopped to retrieve a personalized computer printout that summarized the information I'd entered at various displays. As it printed, I wondered aloud what an Information Age exhibit would look like in the year 2020.

"I've wondered that, too," said David. "It might include a model of this show. After all, this exhibit is itself an artifact, reflecting today's assumptions about the evolving relationship between people and machines."

That future exhibit is the one my son Nelson will take his child to. I hope they'll invite me to join them.

# 

The revolving door at the Education Department is moving once again,

Gerald R. Riso, the Deputy Assistant Secretary for student financial assistance, said last week that he would resign at the end of the month to go to the Department of Housing and Urban Development.

Mr. Riso said in an interview that he did not know what his duties or title at HUD would be.

Mr. Riso has served as the government's top student-aid official since Carolynn Reid-Walluce. Assistant Secretary for postsecondary education, appointed him in February. His predecessor, Michael J. Furrell, resigned in December after an eight-

Ms. Reid-Wallace, in a prepared statement, praised Mr. Riso for "a fantastic job," and said the department already was talking with candidates for his position. "I'm confident that we'll be able to find someone equally capable to head the student-aid programs," she said.

Higher-education groups are opposed to bills in Congress that would require the federal government to balance its budget. but disagree on how to say that.

Sen. Paul Simon, Democrat of Illinois, and Rep. Charles W. Stenholm, Democrat of Texas. have sponsored bills that would amend the Constitution to require lawmakers to eliminate the deficit by fiscal 1998. The deficit for fiscal 1992 is approaching \$400-billion.

The bills must be approved by two-thirds of the House of Representatives, two-thirds of the Senate, and 38 of the states to become part of the Constitution.

Four college associations have issued a three-paragraph statement supporting tax increases and spending cuts to reduce the deficit, but opposing the massive cuts that could occur if the amendment were ratified. The four are the American Association of Community and Junior Colleges, the American Association of State Colleges and Universities, the National Association of Independent Colleges and Universities, and the National Association of State Universities and Land-Grant Colleges.

Conspicuously absent from the group was the American Council on Education, the umbrella group that represents all of higher education. Charles B. Saunders, Jr., senior vice-president of the council, said the ACE opposed the legislation but had had some problems with the wording of the statement.

He said the council was concerned that a sentence calling on Congress and the President to develop a plan to cut the deficit could be interpreted as endorsing a 'budget summit."

The last such summit, in 1990. resulted in a pact that has thwarted efforts to increase student aid and other college programs.

Mr. Stenholm's bill got 280 votes in the House last week, 10 fewer than the two-thirds needed.

#### **Government & Politics**



# Big Gifts and 'Can Do' Attitude Mark Perot's Education Record

Millions for colleges and a push for school reform, but some question his priorities

By SCOTT JASCHIK Would Ross Perot be a good President for American colleges?

Mr. Perot's platform is less concrete than those of President Bush and Arkansas Gov. Bill Clinton. But Texans who have watched Mr. Perot and his involvement with education say much can be gleaned from what the billionaire businessman has done without holding public office:

■ He has donated millions of dollars to universities to support "world class" research.

■ He led a state panel to reform Texas public schools and used his position to call for tougher standards, a de-emphasis of sports, and more parental involvement.

■ He has campaigned against budget cuts in Texas for public schools or col-

To many educators, his record indicates someone with an intuitive sense of the importance of good schools and colleges and the guts to point out their failings.

Others, however, say that Mr. Perot oversimplifies educational problems, that he does not have enough empathy for students who come from impoverished backgrounds, and that his philanthropic efforts, however commendable, do not give him the knowledge one needs to set education

Mr. Perot is not yet answering specific questions about how he would handle particular issues on higher education and many other issues. His recent comments about education have generally emphasized his "can do" attitude.

For example, in March he told the National Press Club: "Let's stop having twoday summits with governors that don't amount to anything, and let's get down to blocking and tackling and fixing it now, because you don't have the benefits for 15 to 20 years."

Few Interviews on Higher Education

He also said: "We spend over \$400-billion on education, including colleges, yet we rank at the bottom of the industrialized world in terms of academic achievement."

Mr. Perot has, on a few occasions, given interviews about higher education. In 1985, he told the Beaumont Enterprise, a Texas newspaper, the following about public colleges in Texas: "Taxpayers are not getting their money's worth in higher education. We need schools that are really world-class colleges, not just places you send a guy to join a fraternity or your daughter to join a sorority and have four years of social life."

He added: "We don't need any playground for young adults at the expense of hard-working taxpayers. If it's worth having the taxpayers put money into it, then it's worth having our children come out to compete and win as adults because of the education they've got."

Mr. Perot's most famous foray into Texas politics was his 1984 push for a law re-

quiring high-school athletes to have passing grades if they wanted to play sports. He has carried that same philosophy over into higher education, saying that the 1987 athletic scandals at Southern Methodist University made Texas "a national joke."

In 1988, shortly after A. Kenneth Pye became president of SMU, with a charge of

"I don't care where you come from, what color

you are or what race or

religion you are, what sex you are. I'm Interested

In what you can do."

cleaning up the athletics program and improving the institution's academic reputation, Mr. Perot gave the university an unrestricted \$1-million gift as a "vote of con-

Gifts to Texas Campuses

That gift pales beside a series of contributions that Mr. Perot made to campuses of the University of Texas in 1987 and 1988. The gifts included rure books purchased for \$15-million for the University of Texas at Austin; \$15-million for medicalresearch facilities at the University of Texas Health Science Center at San Antonio; and \$20-million to the University of Texus Southwestern Medical Center at Dallus to support research and education programs and to recruit new faculty members.

University officials say that Mr. Perot's main demand of them was that the pro-



Kern Wildenthal, president of the U. of Texas Southwestern Medical Center: "He is very committed to the concept of basic research."

grams he support be "world class." In at least one case, that nearly derailed the gift.

One part of the donation to the South western Medical Center was for an M.D. Ph.D. program. Mr. Perot wanted the state to allow students from outside the state to be charged the low tuition rates paid by Texas students. That was necessary, he ! said, to attract the best students in the country, not just the best in Texas.

Described as a Model Philanthropist

When then-Gov. William P. Clements, a Republican, vetoed a bill to grant the waiver, the gift was nearly scuttled. Mr. Clements said the veto was un oversight and when the bill was passed a second time, he signed it, clearing the way for the gift.

Once Mr. Perot makes a gift, university officials say, be is a model philanthropistin that he makes sure the programs he supports are working well, but does not meddle. John P. Howe. III. president of the San Antonio campus, says: "First and foremost, he is interested in promoting the best of science."

Dr. Howe says that when Mr. Perot visits the campus, it is clear he has done at vance reading on science issues because the discussions he has with researchers "go far beyond pleasantries."

Kern Wildenthal, president of the Southwestern Medical Center, says Mr. Perot has helped the university recruit faculty members by taking candidates to disner. Dr. Wildenthal says that Mr. Perol, unlike many supporters of biomedical research, is not "disease oriented" in seeking to support only research related to a ; particular medical problem.

"We have talked a lot about the impor-Continued on Page A24



Wilhelmina R. Deico, chairwoman of Higher Education Committee In the Texas House of Representatives: It is easier to be a philanthropist than a government official



Robert J. White of Case Western: He supports the bank plan but says



feel it is so ridiculous, it would be a waste of time to participate."

#### As NIH Acts on Bush's Order to Set Up Fetal-Tissue Banks, Even Some Researchers Backing His Plan Question Its Value

seek abortions.

By STEPHEN BURD

The National Institutes of Health moved last week to set up federal banks for fetal tissue from ectopic pregnancies and miscarriages. But researchers, including some who support the idea, say that many questions remain about whether the tissue gathered will be of any use to science.

Acting on an order from President Bush, the NIH last week announced a new \$3million grant program for research institutions to run the tissue banks. The NIH will hand out six grants to as many as 24 institutions. Each grant will go to a group of up to four institutions working together to collect the tissue.

**Collecting and Testing** 

A spokeswoman for the National Institute of Child Health and Human Development said that scientists at the institutions would develop a method for collecting the tissue and conduct tests to make sure it is free of chromosomal defects and viral and bacterial infection. They would also test methods of preserving the tissue and establish a distribution system for supplying the tissue to scientists.

Awards will be announced soon after the institute's advisory council sifts through the applications in mid-September. The NIH will assess the usefulness of the bank a year after the program begins and report to Congress.

The White House announced its plan while Congress was considering a bill that would overturn the Administration's ban

on federal support of research involving the transplantation of fetal tissue from in-

duced abortions. Proponents of the bill, including many biomedical researchers, say that transplantation of tissue from abortions could be important in developing treatments for a variety of afflictions, including Alzheimer's disease, juvenile diabetes, and Parkinson's disease. But President Bush has vowed to veto the bill, arguing that the research would encourage more women to

While lawmakers passed the legislation

to overturn the President's ban, they prob-

ably will not be able to override a Presiden-

tial veto, so scientists are scrutinizing clos-

the research to go on without encouraging

The President said that plan would allow

Researchers at universities that have al-

ready set up their own fetal-tissue banks

ed, permissible research with federal funds

have argued strongly in support of lifting

the ban and have opposed the idea of a

bank limited to tissue from ectopic preg-

nancies and miscarriages. They say this

tissue is extremely difficult to procure, is

often genetically abnormal or is suscepti-

ble to viral or bacterial infections and ulti-

mately may not be useful for transplanta-

Thomas H. Shepard, a professor of pedi-

atrics at the University of Washington and

er the Administration fetal-tissue plan.

women to have abortions.

Override Considered Unlikely

former director of a fetal-tissue bank there,

tion research was next to impossible. "In the last two years, I have found only the tail-end of one embryo," said Dr. Shepard. "And I consider myself a worldclass embryo finder. Someone just learning to look is going to have a lot of trouble finding anything.

said finding viable tissue from miscarriages

and ectopic pregnancies for transplanta-

He also added that the mechanics of col-Continued on Following Page

#### California Colleges Brace for Big Cuts in State Financing

Extensive damage to education is predicted; layoffs begin

By SALMA ABDELNOUR

With California's budget in a free full, the state's public colleges are bracing for cuts of from 17 to 33 per cent in their funds for the 1992-93 academic year.

College officials warn that the cuts will seriously hurt the education received by the 1.5 million people—11 per cent of all American college students—who attend California public colleges.

Even with the final outcome of the budget uncertain, program cuts and faculty layoffs have started. Last week the 20-campus California State University System sent layoff notices to 1,345 faculty members, of whom 340 are tenured or on the tenure track. Some of the university's 850 management and support staff members who will be laid off received notices as

**Worst Condition Since 1930's** 

The problems were brought on by the recession, which has left the state in the worst economic condition it has faced since the 1930's. The most recent figures place its deficit at \$11-billion.

In January, Gov. Pete Wilson proposed an 8-per-cent cut for higher education. But as the budget picture has deteriorated, that proposal seems small compared with the reductions now expected.

College officials are encouraging the state to re-examine its budget priorities and to cut other state programs so that cuts to education could be minimized. But that is difficult to do because most state programs have mandatory financing formulas and so cannot be cut.

The California State University System is expected to face the most serious problems under the new budget. The system receives 95 per cent of its funds from the

In the past academic year, the system

#### In Bow to Congress, Alexander Delays Issuing Final Guidelines on Minority Scholarships

WASHINGTON

Education Secretary Lamar Alexander agreed last week to delay issuing final guidelines on minority scholarships until the General Accounting Office has studied

Secretary Alexander acted on the reest of members of Congress who fear that, in most cases, his guidelines would bar colleges from offering scholarships that are restricted to students from certain racial or ethnic groups.

Mr. Alexander issued draft guidelines in December that would have done just that. At the time, he said final guidelines would be issued sometime after a public-comment period ended in March, The members of Congress who asked for a delay said the Education Department did not understand the extent and importance of minority

scholarships. They praised last week's announcement.

Conservative groups, which have urged the department to take a hard line on minority scholarships, criticized the delay. They said that minority scholarships violate federal anti-bias laws and that Mr. Alexander must take steps to stop them.

The controversy over minority scholarships has been raging since December 1990, when Michael L. Williams, Assistant Secretary of Education for civil rights, said they were generally illegal. When Mr. Alexander became Education Secretary in 1991, he promised to conduct a thorough review of the legal questions and then to issue new guidelines for colleges to evaluate the legality of their programs.

the second of th

Sen, Paul Simon, an Illinois Democrat

Continued on Page A26

Education Secretary Lamar Alexunder has urged Congress to pay for a \$1.4-billion shortage in the Pell Grant program by tightening the eligibility rules and eliminating grants for at least 374,000 students.

It appeared last week that Congress would reject several of Mr. Alexander's ideas.

Government officials disclosed the Pell Grant shortage last month. They said they expected 4 million students to receive Pell Grants in the 1991-92 academic year and 4.25 million in 1992-93. Their previous estimates had been 3.7 million and 3.8 million for the two years, respectively.

The news came as Congress began work on spending bills for fiscal 1993. Lawmakers had hoped to increase Pell Grants above the present level of \$2,400, for the 1993-94 academic year, but the shortage has dimmed those hopes and left policy makers scrambling

#### Letter to Lawmakers

In a letter to lawmakers, Secretary Alexander called on Congress to pay for the deficit by adopting several cost-cutting measures that President Bush announced in January in his budget request for fiscal 1993. He asked Congress to:

Tighten the definition of "independent" students so that fewer people can get large grants by claiming to be financially independent of their parents.

■ Require colleges to make prorated refunds to the government for unused portions of Pell Grants when students drop out.

Allow the Education Department to require colleges to verify the accuracy of more than 30 per cent of their aid applications.

■ Drop the maximum allowable default rate in the student-loan programs from 35 per cent to 25 per cent and cut off Pell Grants, as well as loans, from the institutions that exceed the rate for three consecutive years.

In January the Administration asked Congress to pay for an expected shortage of \$332-million in the Pell Grant program and requested that lawmakers also increase the largest grants to \$3,700 in 1993-94 from the current maximum of \$2,400. The White House said its plan would cost \$1.2-billion more than the \$5.5-billion appropriated in 1992, and should be financed by adding some new money, tightening eligibility rules, and reducing or eliminating other student-ald programs.

#### Changes in 'Needs Analysis'

Noting the recent discovery of the larger shortage, Secretary Alexander recommended in his letter struggling to pay for college, she tions will be difficult to obtain and topic pregnancies may not be use-

The remaining \$406-million of



David Mertes: "These are innocent students who haven't done anything wrong."

Conferees to Decide

tors that got under way last week.

below projected totals.

for aid. Mr. Alexander said the save earnings, which is stricter than the "You can't do both," Ms. Dong ings could be achieved and still current requirement of \$4,000 in inleave enough money to raise the maximum Pell Grant to \$3,300 for the 1994-95 academic year.

The House and Senate appropriuse the savings from a change in posing to deny Pell Grants to instiations subcommittees responsible the independent-student definition tutions whose former students for financing the Education De- to provide loans to students who have defaulted on student loans. partment were reviewing the letter attend college less than half-time. The measure could end grants to adopt all the measures, since both

Selena Dong: "It's just ridiculous, All of this is just games."

come, gifts, and student aid.

Ms. Dong noted that President Bush had proposed last month to

David Mertes, chancellor of the California Community Colleges, 42,000 students who attend the 43 California community colleges that have default rates above 25 per cent, he said. Those campuses account for 5,000 student loans each

These are innocent students who have not done anything wrong," Mr. Mertes said. "The Pell Cirant is the vehicle that's going to move people from lower socioeconomic backgrounds to high er education," he added.

#### Unpopular on the Campuses

College officials said they also opposed the proposals for prorated refunds. They said that requiring the refunds-even when students drop out too late in the semester to he replaced-would be unfair to

The suggestion that the Education Department could save \$187. million by requiring aid officers to review more than 30 per cent of aid applications was also unpopufar among campus administrators. They said it would create work for them without guaranteeing any savings.

Brian K. Fitzgerald, staff director of Congress's Advisory Committee on Student Financial Assistance, said the only way to save so much money would be to have aid administrators thoroughly investigate 100 per cent of the applicants. Many of the searches would not be fruitful, he said, because some of the most important pieces of data - like the number of an applicant's siblings enrolled in collegeare often impossible to verify.

# houses have rejected at least two of the ideas during consideration of Amid Skepticism, NIH Begins Bush's Fetal-Tissue Program

bills to reauthorize the Higher Edu- Continued From Preceding Page lecting the tissue from those sources were much more difficult than collecting tissue from abor-The two that have enjoyed some tion clinics. "You've got to get cosupport are the prorated refunds operation from everyone up and and the cutoff of grants to institu- down the line—the obstetriciun, tions that are ineligible for loans. the mother, the nurse in the emer-Both were included in the House gency room, and the doctor's ofreauthorization bill, but not in the fice, and then all of the various Senate legislation. A final decision people who work in these places on them will be made in a confer- have to call you in at the right ence of Representatives and Sena-time," he said

Mr. Alexander's letter did not say how many students would lose Scientists at Yale University's grants under his proposals, but an tissue bank considered trying to Education Department official said collect tissue that did not come 4 million would receive grants in from abortions, but after some 1993-94—a reduction of 374,000 study ruled it out as unfeasible. Said D. Eugene Redmond, Jr., di-Student leaders reacted angrily rector of the Yale Neural Transto the strategy of ejecting some students from the grant program to has little value and realizing how pay for others. "It's just ridicu- much it would cost to have a fivelous," said Selena Dong, legisla- man team on call 24 hours a day to tive director of the United States collect the limited samples, we de-Student Association. "All of this is cided it just didn't make any sense for us to pursue it."

Making it harder for students to Even some researchers v qualify for aid as "independent" port the Bush plan acknowledge correct in saying that the neural would penalize many who are that tissue that is not from abortissue from miscarriages and ecsaid. The Administration, though, may not be useful. But they say ful. But Dr. White added that there debating whether to apply. Said has argued that the current definition is too loose and has allowed that ethical and moral concerns had been little evidence to prove Dr. Redmond: "Some feel it is 50 demic year. He suggested that lawtion is too loose and has allowed about using tissue from fetuses
that transplanting fetal tissue into

"It may be a lot easier logistical-The proposal says that unmar- ly to get viable cells from an inthan 24, to qualify automatically as Shewmon, an associate clinical th changes in the "needs analyindependent. It says that those professor of pediatric neurology at He said a more promising devel-

approach is a lot better than people scavenging around the back hallways of abortion centers." Dr. Redmond of Yale said tissue

from those sources might not be useful at all to patients of Alzheimer's and Parkinson's disease. He noted that researchers needed living brain cells from fetal tissue for transplantation. In miscurriages, he said fetuses generally die while still in their mothers' uteruses, and tissue from those fetuses from induced abortions. would be unusable because it would have been dead for a long period of time.

As for other miscarriages, the fetus would technically be alive, so researchers would have to kill it to obtain vlable tissue, he said, posing more serious ethical questions than using tissue from induced abor-

#### 'It's Been Overblown'

A proponent of the Bush fetal-Western University Medical Center, said Dr. Redmond might be probably apply for the grant bemany middle-income students supfrom induced abortions far outthe brains of Parkinson's patients

ridiculous, it would be a many time to participate. But others are would provide treatments and the deficit, the Secretary said, ried students must be 26, rather duced abortion," said D. Alan of neurological conditions," he cures. "I think it's been overblown as it relates to treatment the tissue."

to determine who is eligible must have at least \$6,000 a year in Angeles Medical Center. "But this is the possibility of creating self- with private funds.

replicating fetal-cell lines, which are frequently used for testing drugs, vaccines, and therapies.

Others supporting the fetal-tissue bank, like Maria Michejda, associate research professor at the Internal Center for Interdisciplinary Studies of Immunology at Georgetown University Medical Center, however, do think that the tissue from those sources hold the same "great promise" as tissue

#### Opponents May Seek Grants

She said that tissue from those sources might be safer to rely on than tissue from abortions. "With current technology of birth control improving, the number of abortions may decrease a lot in the future. What will be available may only be a fraction of what we have now," said Dr. Micheida.

Opponents of the fetal-tissue bank say that despite their oppositissue bank, Robert J. White, a tion, they may still apply for the professor of neurosurgery at Case NIII grunts to set up the bank. Dr. cause researchers there have the

gue that we are among the best

system that the government who don't meet the requirement at determine who is eligible must have at least \$6,000 a year in Angeles Medical Contant United the University of California at Los opment from the banks being set up abortions that had been paid for

THE CHRONICLE OF HIGHER EDUCATION

# **Section 2**

June 17, 1992



**Opinion:** The road to graduate school **B2** 



"CHILD'S HI AD IN A MOTHER'S HANDS," KÄTHE KULI WIFZ STAATLICHE EUNSTSAMMLUNGLN, DRESDEN

End Paper: Woe-stricken pictures **B44** 

Mélange

Letters to the Editor **B4-5** 

**Bulletin Board B6-43** 

# A 'Factory' for Scholarly **Journals**

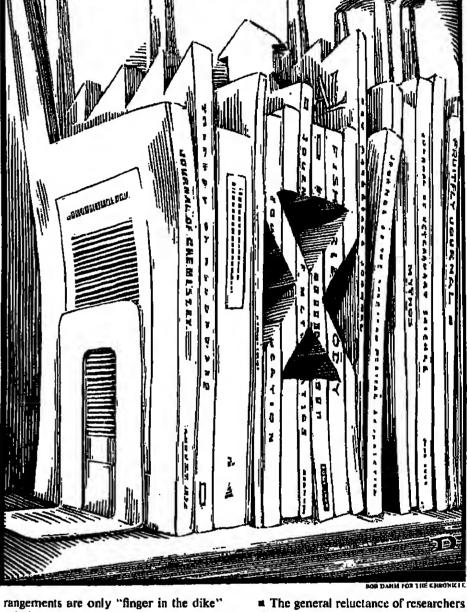
Joint venture could cut costs and lead into the electronic era

By Richard M. Dougherty

N A 1989 Point of View article in The Chronicle, I urged universities to become more active as publishers of the research produced by their faculty members. By doing this, I suggested, they could regain control of university-produced research, hold in trust the copyrights on research published by scholars, make topquality studies available through university networks, and insure that information was available at affordable prices. Since that article appeared, more individuals and groups have begun discussing such options, but few, if any, are doing anything concrete.

That is probably because we are not sure what to do next. The high visibility of computers and electronic networks leads many to hope that the era of electronic publications is just over the horizon. But, in truth, we will probably have to struggle with the existing publishing system for another decade or more.

And the cost pressures in that system are not abating. A small but influential group of commercial publishers continues to hike subscription prices substantially for their journals every year. And in fiscal 1991-92, the subscription rates charged by some scholarly societies and associations reflect big-time price increases (e.g., the American Chemical Society increased the price of its periodicals an average of 19.6 per cent, the American Medical Associa-



solutions.

Beyond Increasing libraries' budgets for periodicals, academic administrators have done little to change the existing publishing system. Those who are taking no action because they fervently hope that a technological fix is near at hand should consider

"What we need now is a short-term strategy, a bridge. between the libraries of today and the electronic campus-information systems of the future."

tion raised its prices 36.5 per cent, and the price of the Institute of Electrical and Electronics Engineers' Conference Proceedings rose 33 per cent).

Although some journals published by academic societies are still bargains when compared with their commercial counterparts, the bottom line is that the increase in cost of most scientific and technical journals far exceeds the rate of inflation. Library budgets increasingly are unable to keep pace; they are being squeezed hard. Cutting subscriptions, robbing the monograph budget to pay for periodicals, and intensifying inter-library cooperative arthe many obstacles that exist to such a solution. The obstacles include:

 Scholars' lack of easy access to electronic information. Some, but by no means all, scholars have convenient access to information in electronic formats.

■ The absence of the necessary production and distribution standards. Currently publishers use a variety of formatting standards to create electronic versions of documents. Those formats are not always easy to distribute via existing networks.

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and scholars to accept electronic data as acceptable substitutes for the printed rec-

The lack of workable licensing arrangements to cover distribution and access to electronic products. Publishers have not agreed on formulas for calculating royalties and methods for collecting them when publications are called up on electronic networks.

The need to resolve concerns about protection of intellectual property, privacy of communication, and safeguards to insure the integrity of data. Reported breaches of the privacy of electronic communica tion are becoming routine. Researchers also are worried that data in electronic formats could be altered without the authors or readers knowing that tampering had occurred. While it is true that encryption might ameliorate that concern, such safeguards are not yet widely available.

Perhaps most important, we need to decide who is going to pay for setting up electronic-publishing systems. (Electronic publishing is still most notable for being a splendid way for a publisher to spend a lot of money quickly.)

Since we are years away from an era in Continued on Page B3



# Escaping From Cold-War Detroit: the Origins of an Academic Life

By Joel J. Gold FEW MONTHS AGO, as I turned south on the four-lane highway that runs between Indianapolis and Bloomington, Ind., I recalled the first time I made this trip-midsummer 1958. Escaping from Detroit in those cold-war days, I was relieved to be trading the prime-target Motor City for the backwaters of Monroe County and my first year of graduate

school Once in Bloomington, I had quickly become immersed in the English program at Indiana University, stumbling through courses on bibliography and research methods, reading all of Boswell's journals, and editing a sonnet for a Milton seminar. ("Not bad, Mr. Gold. Outside of half-adozen textual errors in 14 lines, this is a pretty good job.")

I was soon too absorbed in my studies to worry about The Bomb. Besides, who would drop hombs on Monroe County? By the time I spotted on my state map a large area labeled "Crane Naval Ammunition Depot" within striking distance-literally-of downtown Bloomington, I had achieved a cool Augustan balance with just a dollop of Dr. Pangloss: This was the best of all possible worlds.

At the time I began my graduate studies, I had no clear idea what my life would be like. As an undergraduate at the University of Missouri, I had conned the dean into accepting an enterprising program—a soci-

ology major with a concentration in creative writing-as legitimate. The pseudologic I had sprinkled on that nodding administrator allowed me to enroll in all the neat sociology courses like Criminology, Race Relations, and Social Disorganization, while avoiding the killers like Statistics and Methods.

By the same token, I managed to take twice as many English courses as sociology courses but to escape the Cavalier Poets only just avoided auditioning for a job that would have required me to dress as an overalled bumpkin and, a stalk of hay between my teeth, read the Sunday funny papers on a Jefferson City television sta-

Instead, I wound up writing copy for a Detroit advertising agency. Two years of squeezing words into small spaces were followed by one as a detail man for a pharmaceutical company, calling on physicians



and Eighteenth Century Prose and Poetry. instead, I sat at the feet of John Neihardt, poet laurente of Nebraska, as he read his epic poem about Jedediah Smith and the other Mountain Men. And I wrote a lot of bad short stories for credit-acudemic, not

After I had completed what could only facetiously be termed my "undergraduate education," I applied for several jobs for which I was spectacularly unqualified. I

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in the area around Wayne State University and urging them to prescribe "my" drugs for their putients.

On wintry days I used to shiver in my parked car instead of making my daily sales visits. My fiction writing, never very good at Missouri, grew markedly better as I conjured up imaginary visits to doctors. My company's regional manager, who arrived one day to make the rounds with me, was not sufficiently impressed by my inti-

made knowledge of the best restaurage within a three mile radius of downton Detroit. He would have preferred men display an intimate knowledge of doctor and drug stores in the area. Clearly, hewa not a sociology major with a creative beat

When I found that I was spending m free time reading the complete works of Thomas Hardy and my business hours h ping into graduate English courses a Wayne State, I decided to go back to school. A generous sociology professora Missouri was willing to recommend melor a Woodrow Wilson Fellowship even if 1 went into English. (Or maybe it was "only if." I forget.) Since the national directors the Woodrow Wilson program was in Am Arbor, he invited me to drive over from Detroit for an interview.

On the way, I tried to recall everything I could from my English classes. Unfortunately, five or six lines in lambic pentameter extolling the exploits of the Mountain Men were unlikely to cinch a free academic ride. I arrived in Ann Arbor mildly catatonic. Fflorts by the national chairman and an affable professor of German to put me at case had exactly the opposite effect.

"Who is your tavorite author?" the chairman asked. I was pretty sure "John Neihardt" was not the right answer, athough it would at least have allowed for some kind of response from them. For the life of me, I could not think of any other author, living or dead, American, English, Russian, or teclandic. Eventually, those gentle men guided me to what magazines! read. When I mentioned The Saturday Review, the chairman asked about a recent piece by John Ciardi, "How Does a Poem Mean?" which I had read and could remember, and the road to graduate school smoothed out before me. (Later I decided that they must have made up their minds in advance: I wouldn't have accepted such

TN A CROWDED Volkswagen beetle, my wife and I and our year-old daughter A moved to Bloomington, with its surounding limestone quarries and old-fashioned central square where the county courthouse still stands. After the hustle and hassle of Detroit, we settled comfortably into the quieter life in Bloomington. We liked the cluttered store near the old Von Lee Theater where you could buy the Sunday New York Times late Sunday afternoon and gossip with other graduate strdents and professors picking up their newspapers. We made occasional stops at Piggy's Liquor Store, with its large pink pig hanging in front.

The English Department at Indiana of fered a full range of professorial types. from the quiet and retiring to the prima donnas. I think the fact that I didn't have to sell any of them on the virtues of Acromy. cin or Stresscaps made me comfortable it their classrooms. I rather enjoyed the terr bly shy fellow who would never look directly at students. He would stare at the wall, the door, the ceiling, anywhere, to avoid us. I cherished the Augustan scholar who thought for a moment when another graduate student and I, sipping beers with him in a campus hangout, asked what we might call him. "I think," he said, with only a hint of irony, " 'Your Eminence'

has a nice ring to it." A few of the professors bored me. One kindly, harmless soul used to read to us in a

morning did I nick myself shaving when, glancing at the text, I explained to the bloody, soapy face in the mirror how I had learned "to look on nature, not as in the hour of thoughtless youth." I recalled him some years later when the department invited Ph.D.'s "at least five years beyond the doctorate" to nominate the best teach-

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ers they had encountered. I dutifully sent off my list—the shy one, "His Eminence," and a few others who had really pushed me. We were also encouraged, if we wished, to note the worst teachers (to be kept confidential, of course). Such a hit list seemed unfair revenge, and I ignored the request. But I figured that anyone who made you memorize Romantic poetry would figure prominently. When the department named the professors most often cited as the best, I was not surprised to find most of my choices among them. But what startled me-and probably provided a much-needed prod of humility in that hour of thoughtless youth—was the appearance on the "10 best" list of the top name in my worstprofessor category.

sonorous voice line after line of Romantic

poetry. He even required us to memorize

long patches of "Tintern Abbey." Many a

SUPPOSE every English department boasts of a legendary annotator of student papers. At Indiana it was an unworldly Spenserian who would fill the margins of your essays on The Faerie Queene with long disquisitions in the most garish shade of red ink imaginable. You might eventually discover an A- at the end, but the shock of seeing blood on every page left indelible scars.

We knew that he scrutinized our footnote references-went back to the originals, checked all the books and articles from which we had quoted, and marked even a misplaced comma or a missing letter. It was accepted as gospel among the graduate students that he went after sources you had found on microfilm, threading the film himself and winding away until he located your quotation.



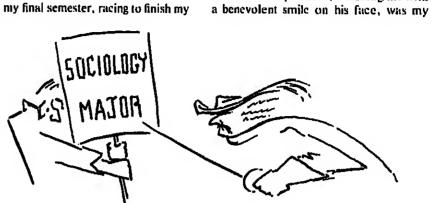
Whereupon he could almost always show that you had been in Errour's Den. A little red squiggle would remind you that it was not only the Redcrosse Knight who needed to be careful. Mind you, nobody I knew at Indiana had found such a soulggle beside a quotation taken from microfilmed material, but everyone knew somebody who had.

We revered this professor. Even when he appeared every year at the department picnic dressed, not like all the other faculty members in slacks and sweater, but rather in the same blue suit and tie he wore to class every day, he merely entered more deeply into our mythic conscious-

My Milton professor, an executive secretary of the Modern Language Association, used to offer 50 cents for any error we found in our anthology, one edited by a fellow Miltonist at another Big Ten university. The scuttlebutt among graduate students was that our professor would collect these examples and then

bundle them off to the editor accompanied by a pleasant little note, along the lines, I assumed, of my own little "Outside of half-a-dozen textual errors . . . " eri-

In my final semester, racing to finish my



dissertation, I spent most of my waking hours in my office analyzing Samuel Johnson's translation from the French of the travels of Father Jerónimo Lobo, a Portunext-door neighbor, a medievalist and another future MLA executive secretary. I didn't quite spring to attention, but I certainly switched into alert, reverent-graduate-student mode, "No, no," he said,

finished the sentence I was composing be-

fore I looked up. There, watching me with

One afternoon, hunched over my old beaming at me, "just carry on as you manual typewriter, I sensed a presence in the doorway. Someone was staring at me. I

Anyone who has ever been a student will realize how impossible such an instruction was. I was paralyzed. "Is something wrong, sir?"

"No," he said, coming slowly out of his reverie. "I was just thinking that even though you don't know it, these are the happiest years of your academic life." He paused benignly, pleased with his pronouncement.

"Yes, sir," I said and turned back to Father Lobo. My visitor stood in the doorway a little longer, sighed, and repaired to his own office next door, there to do Lord knows what in his long-fallen state.

He was wrong, of course. My academic life got better and better. But then he'd never spent a cold afternoon in a Detroit parking lot concocting a list of imaginary

Joel J. Gold is professor of English at the University of Kansas.

#### Creating a 'Universal Journal Factory' for Scholarly Publishing

cally, to produce and distribute products In

an electronic format-when the conditions

exist that justify the expense. For exam-

ple, researchers in a subfield of bio-genet-

ics might decide to forgo some print publi-

cations in favor of electronically formatted

ones once they were linked in a computer

network and had agreed to accept electron-

ically vetted information as the official ba-

sls for academic rewards. Of course, the

funds necessary to pay the extra cost of

having information available in an elec-

tronic format would have to be available.

N THE OTHER HAND, architects

products undesirable, aesthetical-

might find the use of electronic

ly and economically, because it is more

expensive to reproduce pictures, blue-

prints, and drawings electronically; there-

fore, electronic journals in that field may

not become viable until the next decade.

Most important, the Factory would design

its operations so that the conditions neces-

sary to insure high-quality products and

economic viability were in place before

True, the Journal Factory would be an

ambitious undertaking. Universities them-

selves would have to help promote the

idea, encouraging their researchers and

faculty members to work with this new

publishing venture as authors, editors, and

One obvious and central question is:

Who would pay for the Journal Factory.

particularly during this recessionary peri-

od? Nothing is going to happen unless the

stakeholders, universities as well as the

federal agencies that support research-

the NSF, the National Institutes of Health,

and the Department of Energy-step for-

ing about a multimillion-dollar investment.

but if enough institutions participate, the

per-institution contribution would be re-

duced; moreover, the contribution could

be spread over the initial start-up years. I

believe the major research players might

agree to participate because they realize

that the present publishing and communi-

cation system, although it has served us

well for a long time, is no longer working in

The Journal Factory might produce

our best interests.

rd with their checkbooks. We are talk-

taking the "electronic plunge."

readers.

Continued From Page B1

which electronic journals serve as the bulwark of the scientific/scholarly communication system, what we need now is a short-term strategy, a bridge between the libraries of today and the electronic campus-information systems of the future. I believe that universities can play an active role in such a transition by banding together to organize and operate a non-profit corporation whose principal mission would be publishing and distributing scholarly journals in printed form. For lack of a more felicitous term, I think of this venture as the "Universal Journal Factory," The venture could consist of either one corporation for journals in all fields or different groupings of institutions for journals in different fields of research. At this point the structure is less important than the concept of more aggressive university interven-

Such collaboration is not unprecedented: universities have worked together for years through consortia organized by the National Science Foundation-the NSFNET, for example. Moreover, the climate for entrepreneurship In and among universities has grown as they have formed non-traditional partnerships with private industry and state economic-development agencles. And universities are blessed with talented people who have the business smarts to assist universities in becoming publishers and distributors of information.

How would the Journal Factory work? First, it would be organized to insure the tradition of rigorous vetting of research through peer review, and its publications would be produced and marketed so as to take their rightful position among the ranks of prestigious journals. The new journals would not be the 1990's version of the minor-league departmental publications of previous decades. The Factory would be committed to efficiency but also would adhere to the high standards of traditional

HE CORPORATION'S publishing operations would embrace a variety of disciplines. The finished journals would be sold to the traditional markets: libraries, laboratories, and individual subscribers, but at reasonable prices. The corporation's financial plan would be structured so that after the initial start-up investments, the operations would become economically self-sustaining.

During the initial stages, the Journal

Factory would function very much like tramany benefits, some short-term and conditional journal publishers. Its products crete, others long-term and hard to quantiwould be printed journals. But the Factory fy. The Factory would: - Create more price discipline in comwould be building the capacity, by also storing the printed information electronimercial publishing by creating non-profit

> competition. ■ Increase the purchasing power of existing library budgets by charging more-

> reasonable prices for its publications. ■ Enable a university to hold in trust literary property rights, to help insure affordable access to electronic information

> when it is distributed via networks. ■ Facilitate stronger alliances among campus units, such as libraries, university presses, and computing centers, that are directly involved with the production and dissemination of information, thus contributing to the creation of a new information infrastructure.

■ Provide an interim strategy allowing universities to carry on traditional scholarly communication until electronic publishing is firmly in place.

Insure that electronic products-I.e., single copies of articles retrieved from electronic data bases, electronically produced and distributed pre-prints, or electronic abstracts—are made available as soon as reasonably priced technology and the demand for such products materi-

Promote greater consistency of electronic products, i.e., wider acceptance and use of standards, which some publishers are beginning to adopt when typographically encoding manuscripts.

The existence of a university-owned Journal Factory would enable universities to regain control of scholarly communication, over which they now have too little control. The Factory might not be permanent: it might only serve as a transitional bridge into the era of electronic (digitized) libraries. But we need immediate relief from escalating journal prices, and we need an organization that will help universitles better control their contributions to scientific, technical, and humanistic information in a variety of formats. While we have the expertise, and we can find the money if we really desire change, the question remains: Do we have the will to seize the opportunity?

Richard M. Dougherty is professor of information and library studies at the University of Michigan and formerly was director of the university librar-

Fostering Grown-Up Citizens; the Danger of Indifference; Learning From Our Cities; Loving Students as Learners music, literature, philosophy, theology.

NE OF THE THINGS you can do is to vote. If any of you complains about your government and you don't vote, you deserve what you get.

Another thing you can do is be a grown-up citizen. When I say a grownup, I don't mean anything that has to do with your age. . . . But if we don't want our national debate to be dominated by questions as unimportant as who was unfaithful to his wife and who wasn't, then we have to disregard those questions and move on from there. And if we don't want a puff on a joint of marijuana to determine who will be our leader, then we shouldn't pay attention to that either, and move on from there. We have to demand from the press that they tell us more about the positions of our candidates and less about their peccadillos. I promise you that in the last analysis we will give you what you want, and if you insist on good coverage, you'll get good coverage. If you insist on happy talk, you'll get happy -Nina Totenberg.

legal-affairs correspondent for National Public Radio, at State University of New York at Stony Brook

WHY ARE PROPLE indifferent? Don't people understand that indifference is probably the worst plague that exists in life? It is worse than despair. Despair is a beginning. Despair can inspire you to create great works of art,

Despair evokes compassion, but indifference is the end. There is nothing be-

What is education, what is life, what is friendship, what is love, what is beauty, what is joy, if not our own impulse, our own pulsation, our own protest against an indifferent society, against an indifferent world that you now are called upon to conquer, not with violence, but with words; not with cruelty, but with compassion; and surely not with hatred, but with a sense of exulta-

-Elle Wiesel, writer, at Susquehanna University

MERICA'S CITIES are the great inte-A grators of our people, of the new immigrant from Laos, Haiti, or Nicaragua along with the old immigrant from Poland or Italy, Ireland or England. Citles bring us together and teach us new ideas and new possibilities. They teach us to live with one another; they permit us to see close up what we all share of the human condition, of its virtues, its vices, and its variable genius for everything from baking to poetry. . . .

We seem as a nation to have fallen into cynicism and apathy; drift seems our only response to what alls us. On our urban frontiers we give way to a greater and greater divide between those who can make choices in their lives and those who cannot. In this direction lies an American South Africa,

separated out into camps: To one side, the prosperous and choosing; to the other, those for whom there is no chance of prosperity and little to choose from. Our cities in this bleak vision will be the Sowetos of our South Africa: segregated, impoverished, disordered, and without much hope. . . .

This need not happen; we have it in our power to stop it, you and I. . . .

I charge you, then, with the care of our citles and of their citizens. Athens, said Thucydides, was the teacher of Greece. Our cities, too, teach the glory and promise of America. In forsaking them we forsake the hope of our democ--Tom Gerety, president

of Trinity College (Conn.), at the college

TOVE OF LEARNING is a phrase that slips easily off the tongue. It is harder to recognize the love that faculty bear for students when as teachers they struggle, year after year, to teach well, to grow with their field, to care even students are sometimes indiffer-

In the final analysis, however, when a student knows that she or he is deeply valued, cared for, and yes, loved as a learner, then, and maybe only then, can a student become liberally educated.

-Paula P. Brownlee, president of the Association of American Colleges. at the University of Rochester OPINION

If I had Known

this would be an

epic, 1 would have

asked for overtime.

It is one thing for the junior faculty

It is worth noting that the vist bulk

# The Tensions Between Teaching and Scholarship

I strongly disagree with Bryan Barnett's premise that "Teaching and Research Are Inescapably Incompatible" (Point of View, June 3). His commentary unfortunately contrib- ulty, tenure and promotion review As university faculties and adminutes to the perpetuation of two of committees, and administrators can istrations seek a new balance behigher education's most enduring myths. Both the real and imagined excesses of the publish-or-perish syndrome and the natural tensions between teaching and scholarship have been repeatedly nired by both the popular and professional press. I do not believe that the bifurcation that Mr. Barnett describes in his piece is a valid remedy.

I concur with Mr. Burnett that heavy teaching and advising loads do severely limit time and energy available for scholarly activity. And yes, many institutions, save the flagships, do not have the facilities and support services to mount major scholarly efforts. World-class, mega-dollar research activities are out of the question for the majority of faculty serving teaching institutions. Acknowledging these conditions does not automatically establish a mutually exclusive relationship between teaching and scholarship.

On the contrary, I would submit that there is a potential for a symbiotic relationship. In fact, scholarship should be one of the defining characteristics that distinguish college and university faculty from their teaching colleagues working in other educational venues. Long-term teaching without the support of some complementary amount of scholarly activity places the individual faculty member at some risk of becoming a passive conduit of increasingly dated material. Such instructors are at greater risk of perishing intellectually than they educated students through the core further an administrative imperialism ment. This may be particularly true for faculty at smaller institutions where the stimulus from knowledgeable peers within their discipline is not readily accessible. I further submit that faculty need more than periodic conference attendance and reading to remain intellectually alive within their disciplines.

A modest amount of time devoted to writing for publication or preparing a conference presentation provides opportunities to grow within one's discipline and to keep the intellectual Juices flowing. Even the iso-professional schools.

depurtment can find meaningful op- most valuable if it is informed from portunities to contribute to the conceptualization to analysis by growth and refinement of her/his dis- those who define themselves as cipline. Finally, I submit that fac- teachers. strike a complementary relationship tween teaching and research, they between teaching and scholarship. might profitably look at institutions Working together they can success- where a balance has already been fully recalibrate personal and institu- struck-liberal-arts colleges. Altional expectations to accommodate their local realities.

Vice-Chancellor for Academic Services Purdue University North Central Came

TO THE EDITOR:

Bryan Barnett's commentary . . . makes valuable observations about human-resource issues facing univer-



sities. As both teaching and high-prosive, it is nearly impossible for indi-

viduals to excel in both domains. I have difficulty with the premise teaching.

pertise through the major. Many majors require training in the research Bryan Barnett complains of "permethodologies of the field, and sistent deficiencies in primary and courses that appear as mere excuses secondary education" that create the for professors to indulge their own need for more teaching in the univerresearch interests may be valuable to slties; but it is precisely at the prithe advanced student because they mary and secondary levels where the bring the research process into high separation he advocates has issued in relief. Research with undergraduates is valuable to students not only be- and inquiry. but obtain credentials that help them in gaining admission to graduate and

lated member of the one-instructor Research on teaching would seem

though research at the typical liberalarts college may be leisurely by uni-W. PATRICK LEONARD versity standards and at levels of productivity and esoterica that would not impress university tenure committees, it does go on, often involving undergraduates substantially as coinvestigators. One could also note that many articles in journals emphasizing research on college teaching es? such as Teaching of Psychology, College English, and Journal for Research in Mathematics Education are authored by liberal-arts faculty.

at Professor of Psychology Mary Baldwin College Staunton, Va.

TO THE EDITOR:

... As a teacher in a liberal-arts ollege and active author in my field, I must protest the prominence The ductivity research are labor inten- Chronicle gave to such an uncircumspect essay. The most obvious fact missed by its author is that teaching and creative disciplinary activity implied in his title, however. There ("research") are separate in Amerigrudge students the chance to catch the last five years, moreover, this deresearch seem inescapably wedded; tary and secondary schools and in teaching undergraduates to do re- community colleges, and creative search and conducting research on disciplinary activity in four-year and

graduate institutions. An attempt to Undergraduate teaching is not duplicate the elementary and secondonly about preparing generally well- ary apparatus in the universities may curriculum, it is also about preparing on the part of the universities, but it students with disciplinary-based ex- would not lead to pedagogical ad-

a general killing of student curiosity

The American higher-educational system, which has resisted the separation, is recognized throughout the world for its quality. Why begrudge our system one of its success-

Eurymachus's wrath

boiled over...

members involved in a tenure deci-Mr. Barnett even objects to the insion to solicit outside attention to clusion of a specific course, German their case; it is another for the senior. 454, "The Seduced Maiden Motif in faculty members involved to call at-German Literature," in a university tention, favorable or otherwise, to ASHTON D. TRICE curriculum. "The unmistakable mesthem. Moreover. The Chronicle sesage" of such courses, he complains, lected heavily from the informationit "is that the faculty thinks students gathered on the Heilbrun "quitting" should master whatever it is the fac-(Professor Heilbrun, in plain fact, is ulty finds interesting enough to tired) in interviews with other memstudy." A specialized fourth-year hers of the English department or course is obviously not the only kind this subject. to be found in an optimal curriculum, but such an outgrowth of specialized of gender- and feminist-priented disinquiry is precisely an offering that sertations in this department are not should be available, and available

done under Professor Heilbrun's soprecisely because a faculty member pervision, but under that of other the contagion of an intellectual enthusiasm held by a professor? scholars at the tenure level, male as The problem threatened by recent well as female, open to and supportdevelopments in the academy is not ive of gender-oriented research and the marriage of teaching and specialdedicated to creating a better gender ized creativity but the divorce of unclimate in this department--most nodergraduate students from the proctably, department Chairman David esses of scientific and artistic pro-Scott Kastan, Jean F. Howard, ductivity. The solution is to be found Gayatri Spivak, and Robert Ferguin giving professors who are overson. Professor Heilbrun, who has committed to disciplinary activity elected to attend few departmental more time and opportunity to teach meetings and to talk little with her and in giving professors who are colleagues in the last five years, may overcommitted to teaching more he unaware of these changes, but l. time and opportunity for their disciwho have myself been here since plinary pursuits. A worsening is 1974, um not. threatened by the recipe-knowledge Essentialism, whether of race of textbook, the lecturer who cannot

speak from first-hund experience, nature—the belief that whatever one

both in "teaching" departments. ANTHONY J. BLASI

The English department at Columbia U.

and proposuls for institutionalizing

TO THE EDITOR: Dorothy Parker once remarked of a book she had been asked to review, "it was written without fear-and without research"; a remark I berecent article in The Chronicle ("A possible' Atmosphere," May 20), gation of journalism to accurate and and the events in back of it. Carolyn G. Heilbrun may choose to disregard the professional rules of confidentiality that must govern the university's tenure process, but it is surprising that The Chronicie, presumably versed, as the popular press is not, in such rules and the reasons for them, should follow suit and name names in recent tenure decisions in the English department at Columbia University. serving no good save whatever aspirations The Chronicle entertains for tabloid fame and format,

person can speak ex cuthedra for 1 diverse group—is a pernicious doc trine: a feminism incapable of selfcriticism is to my mind as suspect LIFE

gender, whether male or female it

sees or chooses to see out one's own

window is ipso facto the world, that

there is no intelligent dissent or oppo-

sition, just (at best) misguided per-

sons in flagrant error, that any one

and harmful as any other form of selfserving dogma, and as a feminist! feel obligated to question such no tions when they appear in arenas, like The Chronicle, that are clearly influential. News is news, but I regret lieve worth pondering in light of the that The Chronicle did not see fit to Leading Feminist Literary Critic versity designed to protect (in this Quits Post at Columbia, Citing 'Imcomprehensive coverage. Nonether

less, the incident is a part of this de-

partment's tradition of open debate

and creative disagreement-we are.

after all. New Yorkers-and we will

am confident, be none the worse for

TO THE EDITOR:

in reading your article on Carolyn G. Heilbrun's retirement, I was parOPINION

ticularly intrigued by your reporting of David Damrosch's explanation of the admission process for the English department's Ph.D. program, Apparently he explained that "the recommendations of scholars who wrote lengthy evuluations of their students' work weighed more heavily than those who wrote short reviews, as . . . Ms. Heilbrun had done in some

I am reminded of the "throw 'em down the stairs" method of grading, where the longest, thus heaviest, es- be corrected if our poverty-stricken says get A's because they land at the cities and rural areas are to be revitalbottom, I hadn't realized it was now being used for admission to prestigious graduate-degree programs.

Perhaps Mr. Damrosch could fürther update this somewhat cumbersome method by computerizing it. His secretary could feed application packets into a print scanner that The elimination of resistance to imcounts words. It should be very cost CARA CHELL

#### Counseling services deserve federal support

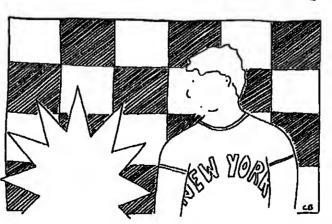
TO THE EDITOR:

The Bush Administration, as reported in The Chronicle ("Bush Administration Again Vows to Veto Student-Aid Legislation," May 20), opposes the Higher Education Act reauthorization legislation now in conference on Capitol Hill, including two provisions that would improve counseling and information services available to students. One is the Model Program Community Partnership Counseling Grants, which Education Secretary Lamar Alexander suggests will duplicate Trio pro-

These grants would not duplicate Trio programs. They are geared to address a broader base of students in the general school population. The students affected would be in schools and school districts with few or no resources to develop effective programs of pre-collegiate guidance and counseling without substantial assistance. Usually, these districts are the ones most in need of such services, in cities and rural areas with large populations of low- and moderate-income

The Administration also opposes Technical Assistance for Teachers and Counselors because this would help counselors to perform an integral part of their existing job. What are any of the training or programdevelopment provisions for teachers, llbrarians, and other educators established for, if they are not to enable

STUNNING



WHERE THERE HAD ONCE BEEN MARTHA. コモトト NOW PERCEIVES THERE

i≴ NO ONE

these professionals to do a more ef- pride themselves on being "critical fective job? Student-financial-uid nd- thinkers." This means that more ministrators and others already re- effectively communicating with a ceive training in financial-nid pro- broader community-based audience grams by the federal government. and allowing them to enter into the Does the Administration oppose that training? It appears not.

In communities all over the coun-

try, those who are underserved become the underrepresented in higher education. The training provided to counselors and teachers by this provision will fill a gaping void that must ized. Will we learn anything from the called a farce discontent so vividly demonstrated by recent events? In this instance, we know what to do, but we need the resources and programs to get on with the job. The Bush Administration needs to be part of the solution. proved counseling and information services would be a good first step. DANIEL J. SARACINO

National Association of College Admission Counselors Alexandria, Va.

Community activists and academic research

TO THE EDITOR:

Peter Marris's article on "How Social Research Could Inform Debate Over Urban Problems" (Point of View, May 20) was right on target in capturing the contradictions, dilemmas, and tensions between socialpolicy researchers and community reformers—people who are on the front lines trying to address pressing needs. For three years I have been a co-coordinator, along with Doug Gills of Chicago's Kenwood-Onkland Community Organization, of a Policy Research and Action Group press. (PRAG) that has sought to bring researchers and community practitioners together to address urban-policy Issues. The group has also functioned as a progressive think tank where the Baby boomers blamed researcher/community activist tensions described by Marris can be openly addressed and harnessed to TO THE EDITOR: bring about changes in the quality of urban life. . . .

One underlying purpose of the PRAG has been to increase the effectiveness of the . . . research and policy work done by researchers and destructive generation. Ms. Gaudiani practitioners by bringing them together in collaborative work.

Our process has helped to put some dents in the stodgy and elitist academic notion that cooperative re- of adolescence, their children have search, informed by community needs, is of less value than research projects guided by insulated debate within the academy. Academics

Program Officer ucational Affairs

Unfortunately, in the May 13 arti- achieve its AAA rating if it guarancle "As Interest Rates Fall, TIAA Is teed a 5 per cent interest rate? Seven Criticized for Not Disclosing More per cent?" Surely, it is not TIAA's

research process and policy debate can only be a step forward.

PHILIP NYDEN
Chairperson and Professor of Sociology
Loyola University of Chiengo
Lake Shore Campus

# Accreditation process

TO THE EDITOR:

At long last a few universities have recognized what a farce the National Council for Accreditation of Teacher Education is and are no longer applying for accreditation ("Teacher-Education Programs Debate the Need for Accrediting Agency's Stamp of Approval," May 6)....

There were four NCATE evaluations at the two institutions where I served [as university librarian]. In no instance was a qualified person assigned to evaluate the library. Three were school librarians and one was an audio-visual specialist. One had to be shown what part of the standards she was to apply, one had never heard of the National Union Catalog, and none knew about the bookselection aids used in a university librury. Inquiries as to why such persons were assigned were largely futile, but I was told that each visiting team should include a certain percentage of National Education Assuciation members.

It is my impression that members of NCATE evaluation teams are selfpromoters seeking service credits for their résumés and notices in the local

DONALD S. MAC VEAN

# for lack of discipline

Claire L. Gnudiani's "The Cold War is Over Between the Generations" (Opinion, May 20) Is a skewed view of campus life today, seen believes the narrowing of the generation gap is a positive outcome of the 60's. In fact, as the "Baby Boomers" enter their third consecutive decade merely caught up with them.

The 60's saw the advent of free love and the acceptance of the drug culture. In their wake, a generation of children grew up facing AIDS, crack cocaine, and drug-related violence. Some college administrators are now attempting to reclaim their role as guardians of our society's future. Claudiani is correct when she see one. says this attempt will fail; not, as she Shall we try again, Mr. Jones? asserts, because in loco parentis is First, assume that a continuum exists the wrong thing to do, but rather be- that starts at zero on the left and is cause the boomers who now control boundless on the right, and that the the universities and small liberal-arts continuum consists of intervals that colleges lack the moral fiber to act as are 1 per cent apart. Starting with

#### Investment disclosure sought from TIAA

TO THE EDITOR:



"What I hate most about this is the annual report."

president of finance and planning. once again fails to reply to a key question about TIAA's AAA rating. In my Academe article, I quoted extensively from Standard & Poor's rating analysis and then observed that TIAA'S AAA rating "is directly linked to TIAA's contractual obligations to pay very low guaranteed interest rates." At no time did I state or of performance." These condeeven imply that the level of guarantee Wils the sole criterion for TIAA's AAA rating, Indeed, the material that I quoted depicts several other

rating criteria. Rather than dismissing my criticism as "simplistic," therefore, and asserting that my focus on TIAA's guarantee "portrays a lack of understanding," Mr. Jones would have had he merely dealt with the question as presented. It deserved a direct and clientele, Mr. Jones should know that college professors are adept at and an economy in recession." recognizing a non-answer when they

TIAA's current guaranteed return on BRIAN FRALEY accumulations at the 3-per-cent leyel, increase TIAA's guarantee 1 per cent at a time. At what level of guarantee would TIAA lose its AAA rating from Standard & Poor's? Or, repeating my question as it originally appeared quite unambiguously in Academe, "Given the nature of its investments, would TIAA be able to CHAIS BURKE About Investments," Thomas W. position that it could increase ad in-

Jones, TIAA-CREE's executive vice- finitum its guaranteed return without adversely affecting its AAA rating?

In the same Olympian spirit as his statements to The Chronicle, Mr. Jones replied to my Academe article. "If he wishes to test his own expertise against that of TIAA's investment managers, that is his prerogative. In the end, however, TIAA's reputation must rest on the record of its 73 years scending retorts miss the point. It is not my expertise that matters, nor TIAA's 73 years of prior investment experience. The meaningful test of TIAA's ability to manage its huge investment concentration in real estate and commercial mortgages will be the events of the 1990's. I would be less apprehensive about the outcome had TIAA not recently stated in anmeasurably added to the discourse nouncing its substantial dividend cuts, "The lower dividends also result from reduced earnings on TIAA's forthright response rather than ob- mortgage and real estate investfuscation. Certainly, given TIAA's ments—a product of the nationwide weakness of the real estate industry

RICHARD T. GARRIGAN

The large volume of letters to the editor of The Chronicle prompts this suggestion: Limit the length, where possible, to 500 words. In the competition for space, short letters must sometimes be given preference. Letters may be condensed.

Send them to: Letters to the Editor, The Chronicle of Higher Education, 1255 23rd Street, N.W., Washington 20037. Please include a daytime telephone number.

Vs Hixson

There's just something about this place that makes me uneasy. Like, if they're interviewing me for a position as assistant professor, why do they need to know how many words per minute I can type?"

**POSITIONS** 

F. David Fowler

School of

Public

Peat Marwick, has been named Carr Professor and

Fowler served as managing partner for Peat

Marwick's Washington, D.C., and Northern Virginia

A 1955 University of Missouri graduate, Fowler

Joined Peat Marwick as a senior accountant in 1963

and has held progressively higher positions in the

firm throughout his tenure. Fowler was the

managing partner of two other Peat Marwick

offices before coming to Washington in 1987. In

of human resources, developing and overseeing

The new Dean also directed Peat Marwick's

KPMG Peat Marwick Foundation, which is devoted

in addition, Fowler has devoted considerable

energy to the educational community at the local

Fowler is a member of District of Columbia

Mayor Sharon Pratt Kelly's management advisory

committee and co-chairman of the D.C. Committee

on Public Education. He also provided oversight for

the consulting team that prepared the D.C. public

schools' strategie plan for the 1990s. Active in civic

and professional organizations, he is a charter

executive education program and chaired the

the Interim, he spent four years as partner in charge

policies for 18.000 professional and administrative

Dean of the School of Business and Public

Management (SBPM).

personnel for the firm.

and national levels.

office from 1987 through 1991.

**Business** and

Management

F.David Fowler, a

member of the hoard

of directors of KPMG

senior partner and

- Faculty exchange
- · Housing exchange

# **Bulletin Board**

- Positions wanted - Public notices - Rentals

- Services Wanted

June 17, 1997

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July 8	Monday, June 29, 2:00 p.m.
July 15	Monday, July 6, 2:00 p.m.
July 22	Monday, July 13, 2:00 p.m.
July 29	Monday, July 20, 2:00 p.m.
August 5	Monday, July 27, 2:00 p.m.
August 12	Monday, August 3, 2:00 p.m.

Current Education lob Lists: Tencher and administrator posts in schools and colleges. Subscriptions: \$34 - 4 months; \$16 - 2 months, Careort-Consultants in Education, 615 Minn Street, Suite 455, Stroudsburg, Pennsylvania 18360.

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JOB SERVICES

Obsertation Writers Resource to facilitate thesis writing process; Planning, research editing, wordprocessing, Write: CS, P. O Doc 9846, Townon, Maryland 21204 or call (410) 494-0546.

**POSITIONS** WANTED

#### **POSITIONS** WANTED

Head/Assistant Football Couch/Coordinat-ing Footblom M.A., 21 years' coaching ex-perience, previous coaching champion-ships. Available immediately; willing to re-locate. Contact: Aldeo W. Jackson, 1715 Hamila Street, Durham, North Carolina 27701; 1919) 688-9494.

International Relations; International Law, Middle Eastern Politics Instructor. MA with the six, lived in Turkey 17 years, willing to instruct for room and board. Cakan Tanidik, 1903 Yale Avenue, Carmp Hill, Pennsylvania 17011, 171-737-7497.

#### **POSITIONS** AVAILABLE

Academic Support/English as a Second Language: Academic Skills Center Director and ESL Instructor: Twelve mooth administrative appointment with academic rank appropriate to credentials. The ASC Director reports to the Academic Dean and is responsible for: 1) the planning, operation and evaluation of the ASC which has two additional staff plus sudent autors, 2) directing and teaching an ESL, program for foreign students with intensive apring-summer program rive support throughout the year, 3) some English teaching possible. Master's degree in appropriate discipling required. Liberal arts orientation important. Baker University founded ISE, is affiliated with the United Methodist Church. The College of Arts and Sciences serves 830 full-time students, has a student/faculty ratio of 15/1, located 35 miles southwest of Kansas City. Startings between August 1 and 24, 1992. Send letter of application, resumes, sames, addenses and between these areas. sume, pages, addresses and phone numbers of three or more professional references to Dr. J. Keith Kelling, Provost, Baker University, P. O. Doz 65, Baldwin City, Kansta 66006. ROE.

Academic Support Services: Associate Deagules ming Support Services, Responsibilities lockude: Assessment and Placement program; Learning Conter; Developmental Studies: Library; Media Sarvices: computer and video assisted instruction; utorial service. Coordinate these services closely with five off-campus centers. Quali-

#### POSITIONS AVAILABLE

out, teach day, night or weekends as needed by the community. Responsible for program development, course planning, promotion within the industry. Must have knowledge in the use of Pederal Acquisitions Regulations of Pederal Acquisitions are made to be a seen with a major in Acquisitions or Acquisitions or Acquisitions or Acquisitions are acquisitions and two years full items related occupational experience required. Master's degree and ability to teach in an intendisciplinary field of accounting desirable, Salary renge: \$23,744-\$39,739, Refer to Position #239 and seed application or returned Chappel Road, Annandale, Virginia 22003.

Administrative Opens 77.

altion #239 and zend application or resund postmanked by Jane 24, 1992 to NVCC flaman Resourcer Office, 4001 Wakefield Chapel Road, Annandale, Virginia 22003, Effective August 16, 1992 EOE/AA.

Administration/Denn: The Dean of Administration in the chief financial officer of the college. She is responsible for the planning, coordinating and administering of administration of all financial and administration, insured the reviews including finance, budgating, plant operations and multiconace, campus ancurity, personnel administration, insurence services, legal affairs, employee benefits, and auxiliary enterprises. Candidates should possess a master's degree, CPA preferred, and two years of pogressive experience.

should pouses a muster's degree. CPA pre-ferred, and two years of progressive experi-ence directly relating to finencial manage-ment. Applicants with equivalent anger-ment. Applicants with equivalent anger-ence will also be considered. Carrett Com-munity College is located in a scenic rund four seasons prior community in the Allo-gany mountains of western Maryland. This college is a small public institution empha-sizing learner conservedness and seeking a pancial management style supportive of GCC's learning mission. Salary: \$10,001, nepotable, Mail application, copies of tran-acripts and at least lure latters of reference to the Office of the President, Garrett Com-munity College. P. O. Bay 151, McHenry-Maryland 21541. Applications must be postmented by July 6, 1992. The position will remain open until filled, Carrett Com-munity College is an EEO/AA employer.

long include: M.A. or MLS with expe-ce in community funtor college library.

Admissions/inancial Aids Admissions and Financial Assistance Connselor, \$16,536. Bachclor's degree; a commitment to the philosophy of aliberal education; excellent organizations, interpersonal and human relations skills, apperto oral and written communication skills, computer and typewriter skills required. Prefer experience in college recruitment, financial sid, or working with the general public. Astist in the review of financial sid applications and packaging of awards for eligible students, provide counseling for students and paranta, assist in the coordination of faderal aid programs; other related duties as assigned. Recruitment responsibilities will include extensive travel to visitation programs and criteria for admission to pro-

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Arti Wood-Furnituro Design/Drawing. University of Massachusetts Dartmouth, full-time visiting appointment. MFA or equivalent; college teaching experience and ovidence of professional accomplishment preferred. Responsibility for teaching courtes in Wpod-Furniture Design and Drawing, advising majors and graduate students, oversight of wood studio. Application review will begin July 4. Send letter of application, resume, sides (self-addressed siumped envelope), and 3 letters of rocommendation to Wood SC. College of Visual and Parforming Arts, University of Massachusetts Dartmouth, Mostachusetts Ozart, AA/EOE.

# **AVAILABLE**

spective students, and assist with the preparation and distribution of promotional paterials. Submit lotter, resume, transcripts and names, addresses and tetephone numbers of three references to: Director of Personnel, Sul Ross State University, Box C. 13, Alpine, Texas 79832; 1915;837-8058, Review of applications will begin July 1, 1992 and continue until the position is filled, EEO/AAE.

Adult Education: Assistant Director, Adult Degree Programs. Tiffin University invites applications for this newly-created full-time nosition. Candidates should possess excellent organizational, interpersugal and communication skills, as well as creativity and initiative. Primary responsibility will be assisting the Director of Adult Degree Programs in all phases of recruiting, advising and counseling prospective and current adult degree students. A Bachelor's degree is required and previous experience in admissions or student personnel is desimble. Send a letter of application and resume (no phone calls, please) by June 30, 1992 to: Jacquelyn E. Way, Tiffin University, 153 Mlami Street, Tiffin, Ohio 4483, Tiffin University is an Equal Employmon Operorunity Employer.

portunity Employer.

Agriculturer Biology/ Sociology/ Rodeon
Lecturer/Rodeo Couch. Non-faeulty, 12
month, exampi position available in the
College of Agriculture and Biological Sciences at South Dakota State University,
B.S. in Agriculture Education, Sociology,
or a field in the Agriculture or Biological
Sciences and full or part-time experience in
teaching laboratory sections in Introductory biology or introductory sociology
courses, effective consumutication foral and
written) and interpersonal relations skills,
experience in the sport of rodeo at the collegiate and professional levels, experience
in successfully coaching women's and
men's collegiate codeo team required;
experience in advising and recruiting quidents is preferred. For more information
contact: Dr. Charles McMullen, Department of Biology/Microbiology, South Dakota State University, Hrookinas, South
Dakota 57007; Phone: (605,688-614/4/19.
Application Deadline: June 30, 1992 or until
portition has been filled. Equal Opportuni-

hy/Affirmative Action Employer.

Alumni Relations: Binahantion University Alumni Association seeks on assistant director. This is a professional institutional advancement position responsible for organizing and developing regional and special interest clubs, student alumni programming and assisting in all office programs. Individual must possess demonstrated writing and speaking abilities, strong interpersonal skills and special events planning experience. Bachelor's degree and mlainum of two years' alumni or other relevant college experience. Privately funded position. Some evening and weekend hours, travel. Please send resume and three kiters of recommendation to Sluvan Brown, Screening Committee Coordinator. Binghamton University. P. O. Box 6004, Binghamton University is aironally committed to affirmative action.

American Studien New Zealand, University of Camerbury, Lecturer in American Studies, Applications are invited for the above position in the Department of American Studies. Applications are invited for the above position in the Department of American Studies from specialists in American Studies with a particular interest in one or more of the following areas; Socialogy of Culture, Cultural Anthropology, Political Culture, Crinical Theory, Ethnic and Gender Studies, Preference will be given to someone who approaches the analysis of U.S. society and culture with a porspective minist durived from the social sciences. The appointee will be required, among other dutles, to contribute to the development and teaching of tean-laught interdisciplinary courses at the undergraduate lovel and to develop specialist courses up to, and including, the postgraduate lovel. The salury for Lecturers is on a scale from NZ337,440 to NZ545,448 (bar), and from NZ346,800 to NZ549,088 per annum. The New Zealand rank of Locturer is roughly equivalent to the U.S. rank of Assistant Professor. Applications close on 31 August 1992. Purther particulars and Conditions of Appointment, quoting Position Number AS15. may be obtained from the undersigned to whom applications must be addressed; A. W. Hayward, Registrar, University of Canterbury, Private Bag, Christchurch, New Zealand. The University has a policy of equal-89 of opportunity in employment.

Animal Sciences: West Virginia University seeks applicants for Assistant Professor in Animal Sciences with responsibilities in food sciences, Position is 12-month, tanura-track, with 59% teaching and 30% research. Applicant must have a Ph.D. in an area of animal sciences with sufficient background to teach courses in meat act-cuce. Appropriate areas of research could include metabolism animal evaluation associated with growth, or product development and safety. Ability to communicate with foculty, staff, asudents and elientele required. Send application, transcript, and three letters of reference to Search Committee, Division of Animal and Vaterinary Sciences, West Virginia University, P. Q. Box 5108. Morgantown, West Virginia 26506-6108. Applications will be accepted through August 1, 1992, or untit a qualified applicant is employed. West Virginia University is an Equal Opportunity, Affirmative Action Institution.



Linda Salamon Columbian College and Graduate School of Arts and Sciences

**Unda Bradley** Salamon becomes the first dean to head the reorganized arts and

sciences division, created this year when Columbian College was combined with the Gradiente School of Arts and Sciences.

New students and faculty arriving at The George Washington University this fall are rapidly on evering that a large rapidly or evering the large rapidly of the large rapidly

And are we proud! We launched a search process across this land, from pillar to post, into the halls of academe

and yes, right into corporate boardrooms. And look what we have...three superb leaders ready to give The George

Washington University new energy, leadership and the wherewithal to lead us into the 21st Century. All the while,

of course, they'll put their myriad talents to work to give GW students new directions to learning and achieving.

But don't just take our word for it...read on for yourself. You'll agree that we've found the cream of the crop. The

Salamon, who will also be a professor of English, comes to GW from Washington University in St. Louis, where she has served as dean of the College of Arts and Sciences since 1979. A scholar of early modern l'ampe, Salamon's

interests extend across a broad spectrum, from cooperative initiatives with public schools to international education. Her commitment to these areas will be especially relevant in her new post, along with her work on issues that relate both to the humanities and medicine, an area in which she taught at Washington University's School of

The Elmira, N.Y., native, a 1963 Phi Beta Kappa graduate of Radeliffe College, holds the A.M. degree from Bryn Mawr College. Her Ph.D., also from Bryn Mawr, is in English language and literature.

Salamon brings to GW a distinguished record of accomplishment in the national liberal arts arena. In the Association of American Colleges (AAC), she served seven years on the editorial board of Liberal Education, She also served on the AAC's board of directors, on the board of trustees of the College Board for four years, and on accreditation teams for colleges and universities nationwide.

Among her many awards are fellowships to the Folger Shakespeare Library, Radeliffe College's Bunting Institute, and research grants from the National Endowment for the Humanities Institute n Montaigne and the American Philosophy Society

trustee of the Corcoran Gallery of Art and a member of the finance committee of the John F. Kennedy Center for the Performing Arts. Founded in 1821, The George Washington University is located in the heart of the nation's capital, just blocks from the White House, Kennedy Center, prominent national

monuments and government agencies. The Foggy Bottom campus occupies 43 acres downtown; a new 50-acre satellite campus in Virginia opened last fall. More than 19,210 students represent all 50 states and 100 foreign countries. Faculty numbers 1300, 91% of whom hold doctoral degrees. The University comprises seven schools, including law and

The George Washington University is an equal opportunity, affirmative action employer.

The George Washington Iniversity

apply, send letter of interest and résumé to Director of Personnel Services, Tyler Jun-tor Callege, P. O. Box 9200, Tyler, Teras 15711, More information may be obtained by calling the Personnel Services office, 903-510-2419. Tyler Junior College does not discriminate against uny applicant for amployment because of race, color, nation-

deans assume new duties on July 1.

Applied Science (SUAS). Frieder formerly was Dean

of the School of Computer and Information Science

Frieder brings to GW a wide range of academic,

research and professional experience in computer

patents for memory and data processing systems.

Prior to his five years at Syracuse, Frieder chaired

Impleering and the Department of Computer and

Michigan, Before that he chaired the Department of

Computer Science at the State University of New

He carned three degrees from Technian - Israel

Institute of Technology, Haifa, Including an M.S. in

Frieder's experience is not limited to academia

He spent 10 years in the Israeli Department of

Defense, where he headed the Department of

consultant to IBM, Boeing Corporation, Hughes

Frieder has been invited to numerous scientific

conferences in his career, serving on panels and

giving keynote speeches. His work has often been

legal implications of intellectual property and

interdisciplinary in nature, such as his study on the

The author of more than 40 papers and reports,

Computer Science. He has also served as a

Aircraft, Siemens and MITRE.

writings on medical imaging.

astrophysics and a doctorate in quantum

Communications Sciences at the University of

science, as well as a strong involvement in the

national science community. He holds three

both the Division of Computer Science and

at Syracuse University.

Gideon Frieder

Engineering and

Applied Science

Gideon Frieder has

been appointed Clark

Professor and Dean

of the School of

lagineering and

School of

Art Education: Full-time, tenure-track posi-tion teaching undergraduate art education curriculum beginning August, 1992. Quali-fications: Doctorate in Art Education and collège teaching experience required. Rank

medicine. Libraries contain more than 1.5 million volumes.

and salary commensurate with qualifica-tions, Send letter of application, resume, and three letters of professional reference to Professor Paul Van Zandi, Chairman; Department of Art; Box 5064, Pambroke, State University; Pembroke, North Caroli-na 28372, Preference given to applicants who apply by July 1, 1992, AA/EOE.

Art Education: Assistant/Associate Professor, tenum-treck contition at Wichita State University, Qualifications: Ph.D. or Ed.D. (ABD considered), teaching exponence, K-12. Desired: Emphasis in one or two: qualitative research, evaluation, computer graphics, or special enforcion, Appointment begins August 17, 1992. WSU is an

**KUWAIT UNIVERSITY** 

**Faculty of Science** 

Department of Botany and Microbiology

Applications are invited for the post of Associate Professor or Assistant Professor tenable in the following disciplines:

Plant Physiology: With particular emphasis placed on experience in plant growth and development (hormones and growth regulation).



#### THE HONG KONG UNIVERSITY SCIENCE AND TECHNOLOGY

The Hong Kong University of Science and Technology was estab-lished in April 1988 and is funded by the Hong Kong Government, its mission is to extend educational opportunity, to contribute to the territory's accommic and social well-being, and to promote research, development, and entrepreneurship in the Asia-Pacific region.

The University comprises the Schools of Science, Engineering, Business & Management, and Humanities & Social Science. Students were admitted from October 1991 at both undergraduate and postgraduate levels, including the doctorate. Enrolment is expected to grow to 7,000 (on full-time equivalent basis) by 1995/96.

The School of Engineering is the largest of the four schools and it has six departments: Chemical Engineering, Civil & Structural Engineering, Industrial Engineering, Computer Science, Electroals Electronic Engineering and Mechanical Engineering. Its student and faculty projections for 1994-96 are 2,700 and 250 respectively.

The School of Engineering is fooking for suitable candidates to fill the following positions:

Head, Department of Industrial Engineering

The Department is new and will start offering undergraduate programmes and postgraduate programmes with in-depth study and research into such areas as operations research, human-factor engineering, business organisation, manufacturing strategy, facility and environmental engineering, quality assurance, and intelligent manufacturing systems in 1993-94.

Applicants should have appropriate academic and/or professional qualifications together with successful, relevant experience in universities, research laboratories and/or industry. The auccessful candidate will also be required to demonstrate leadership qualities necessary to lead and manage the department in its diverse academic and administrative functions and, no less importantly, to interact effectively with industry and commerce.

Associate Dean of School of Engineering

The Associate Dean will be responsible to the Dean for the overall planning, coordination and administration of the School. The appointes with assist the Dean in overseeing the effective operation of the following functions: student administration, our culum development, faculty appointment, research planning and support, industrial training, academic accreditation, personnel and financial administration.

This is a senior administrative position; its incumbent, however, must qualify for an academic appointment in the School. Applicants should possess a doutoral degree in engineering or a related field, and have extensive teaching, research, and administrative experience in a tertiary institution. The successful candidate should be able to demonstrate an ability to provide innovative leadership and to communicate effectively with students, academics, and industrialists.

SALARY AND CONDITIONS OF SERVICE

For the Head of Department post, salary will be within the professorial range and not less than US\$87,900 per annum (exchange rate: US\$1 = HK\$7.8). For the Associate Dean post, salary will be commensurate with the academic rank of the candidate; in the case of a professorial appointment, it will not be less than US\$67,900 per annum.

Generous fringe benefits including housing, medical and dental benefits, annual leave, dependent children's education allowances and air
passages where applicable are provided. Initial appointments will
generally be on a three-year contract; a gratuity of 25% of the total
basic salary drawn will be payable upon successful completion of
contract. It is the intention of the University to Introduce a superannualion acheme and arrangements will be made for eligible staff to join

APPLICATION PROCEDURE

Particulars can be obtained from the Director of Personnel, HKUST, Clear Water Bay, Kowloon, Hong Kong (fax: (852) 358-0700). Applications/nominations together with a curriculum vitae and the names and addresses of three referees should be sent to Professor H. K. Chang, Dean of School of Engineering, at the same address (fax: (852) 358-1468) by 10 July 1992, but the search may continue until autable appointments are made.



#### UNIVERSITY OF DUBLIN TRINITY COLLEGE

Chair of Political Science (1960)

Applications are invited for the above post in the Department of Political Science at Trinity College, Dublin, tenable from 1 October 1993. The post, which has been vacated on the retirement of Professor Basil Chubb, carries with it the headship of the

Salary Scale IR.234,733-- IR.243,507 Further particulars relating to this post may be obtained from

Michael Gleeson The College Secretary West Theatre Trinity College

Telephone 702 1159 Fax 722853

to whom telephoned or faxed enquiries should be made in the first instance. Preferred closing date for receipt of applications

Trinity College is an Equal Opportunity Employer

Athletics Director of Athletics, Non-ten-ure irack, twelve moath position, with some feaching responsibilities. Reports to the Vice, Fresident for Academic Affairs, Master a degree in Health, Physical Educa-tion, Athletic Administration of related bold required, doctorate preferred, Direc-tor administers and supervises all intervol-ted and academic programs and provides lend-erable for all athletic personnel. Previous

athletic administration experience desired. Send letter of application, résumé, transcripts and three references to: Dr. Paul S. Moore; vice Praidont for Academic Affairs: Union College; 110 College Street; Barbourville, Kentucky 4900. Applications accepted until position filted. Employment date in September 1, 1992. An Employer.

#### INTERNATIONAL PROGRAM AND ADMINISTRATIVE SUPPORT POSITIONS

#### International Research & Exchanges Board (IREX)

IREX is the principal U.S. organization specializing in advanced scholarly exchange and cooperative programming with the former Sovict states and the countries of Eastern Europe. It operates on an annual budget of \$8 million, with grants from government agencies and private foundations, and serves approximately one thousand scholars and private foundations, and serves approximately one thousand scholars and professionals each year. Currently centered in Princeton, New Jersey, it has offices in Moscow, Kley, Riya, Alma Ala, Prague, and Bucharest, and is in the process of moving its headquarters to Washington. DC.

IREX is advertising for Program Officers with language, area studies, and overseas program experience to manage individual research and cooperative project opportunities for scholars and professionals from the United States, the countries of Eastern Europe, and the former Soviet states.

These positions involve responsibilities for both placement and quality access for American professionals selected to participate in field work abroad, as well as for placement and access for incoming professionals selected to study and train to the LLS.

Also required will be staff with university or non-profit administrative experi-ence to work with the accounting, finance, and management procedures, computer, information systems, and grants officers, as well as library and archival specialists. Approximately 10 such positions may be available overall. Salary and benefits are competitive and commensurate with experience. IREX is an Affirmative Action, Equal Opportunity Employer, and especially encourages applications from minority communities and women.

Deadline for applications is July 3, 1992. No phone inquiries. Send letter, resume, and information on references to:

Dr. Danlel Matuszewski, President ernational Research and Exchanges Board 126 Alexander Streat Princeton, NJ 08540



University of Waikato

Te Whare Wananga o Waikato

Hamilton, New Zealand

#### **LECTURER AND LEKTOR IN GERMAN**

The University of Walkato invites applications for:

a Lectureship
 a Lektorat (ihree-year appointme)

in the Department of German. The appointment)

In the Department of German. The appointee to the lecturoship, while contributing courses in German Literature, would be expected to take particular responsibility for the Department's Language Programme. A demonstrated research interest in Language Studies as well as formal qualifications in DAF (German as a foreign language) would therefore be an advantage. The Lektor would be expected to contribute to the Department's programmes in language, literature and Landes-kunde studies.

Applicants should normally have α doctorate or be anrolled for the degree. Some previous leaching experience at the tertiary level in an English speaking country is desirable.

The current salary range (for both positions) is NZ\$37,440-NZ\$49,088

Enquiries of an academic nature may be made to the Chairperson of German, Associate Professor Volker Knulermann, (tel. (64 7) 838 4166, fax (64 7) 836 2169). Information on the method of application and conditions of application and ic Staffing). The University of Walkato, Private Bag 3105, Hamilton, New Zealand (tel. (64 7) 856 2889, fax (64 7) 856 0133). Applications member A92/28 for the Lectureship and reference July 1992.

The University welcomes applications from suitable people regardless of race, creed, marital status or disability.

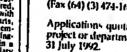
Athletics James Madison University is accepting applications for the part-time (10 month) position of men's and women's diving coach. Position will include administering all aspects of the program, such as coaching, recruiting, scheduling practices, making grant-in-alf recommendations, and handling all other related duties. Applicant must be hullier with and must comply with all NCAA, conference, states, sod university regulations. Bachleo's degree required. Experience in diving instruction at college level is preferred. Salary is \$10,000. No state benefits. To apply, submit a letter of application, resume, and three references to Mr. Brad Babcock, Executive Associate Athletic Director, James Madison University, Convocation Center, Harriscohurg. Virginia 22807. Closing date is July 13, 1992. Screening will begin July 15, 1992. Proposed starting date is Atheust 1, 1992. JMU is an Affirmative Action, Equal Opportunity Employer,

Blochemistry/Research (Bast coast research institute seeks associate research schedulet to conduct basic research on structure and dynamics of proteins and stycophotolas which involves: 1) maintenance and operation of a picotecond synch-pump cavity dump dye laser system and a lughe photon counting system; 2) programming and interfacting instruments with computers; 3) Fortran programming for nonlinear least-squares data analysis and modeling on VMS and Unix systems; 4) bacterial srowth, isolation, putification, and enveloped an environment of the systems; 5) chemical modification of enzymes; 5) chemical modification of enzymes; 6) structural characterization of enzymes; 6) structural characterization of injuncturary stroopedides, A recent Ph.D. in physical biochemistry and three years of braidoctoral training are required with specific appretione in the study of staph, suclease, KS1 isomerase, and stycopyolesis and an advanced expertise in the above techniques. Safary 1s 574,000 year for a 40 hour week. Send rissund and

copy of advertisement to Department o Economics and Employment Develop-ment, 1100 North Eutaw Street, Room 212 Baltimore, Maryland 21201. Job order #9149851.

Biology A tenure track, undergradusts facuity position beginning late August, 1992,
to teach service and major coursts such as
Principles, Bodany, Genetics, Ecology
Pield Biology, MA in Biology required,
Ph.D. preferred, Must be compatible with
the mission of the tradit, thereis art,
Church-related college, including an emphasis on teaching/advising and a willneness to function as a seneralist within a
two-person department. Rank and salary
dependent upon qualifications. Send jetter
of application, résumé, and credentals by
June 26 to Academic Dean, Middard Lutheran College, Fremont, Nebraska 68025
An AAPO employar, women and minorties are encoursed to apply.

Biology Anatomy: Palmar College of Chiroppacic layles applications for a teaching position in the Department of Anatomy. Palmar College of Chiroppacic layles applications for a teaching position in the Department of Anatomy. Palmar College, part of the Palmar Chiroppacic University System, offers the professional D.C. degree as well as a B. S. degree and a M. S. degree in Anatomy. Applicant will teach anatomy in the professional D.C. program of the college and will have the opportunity to be an advisor for pradante students in the Master's Program. Those supplicants with a background in grows anatomy, a commitment to excellence in teaching and some research activity are most desired. Master's degree reculred, Ph.D. preferred. Applications, should be received by July 31, 1992. Qualified applicants should send letter of application, transcripts and three letters of reference to: Mr. Craig Meckey, Chairman, Department of Anatomy, Palmar College of Chiropractic, 1000 Brady Sireer, Daycaport, Iowa 32601. Palmer College is an Affirmalive Action, Equal Opportunity Employer.



Business: Outstanding Business Professor. Washington, D.C. hased research, consulting and publishing company seeks outstanding teaching professor for a new east-utive education program. From publishes studies and raret programs for more than J.000 of the largest hospitals and financed institutions in North America, the University Program well congrise tes to tegaty courses of four days is length offered 30.

BiologyPlant Sciences: A Fundoctoral resition is available to conduct research on
phocen store elements in claim transe cultures using biochemical and molecular
icchniques. Applicants should have a
plant molecular biology. Plant send a lestrid and revenue incumeration. Leafment appreciate in case method of so
state method reaching, referably don't
entired and three letters in recommendation
of Richard Stolland, Department of Bolomcal Sciences, Round 222 CB, Unspersely of
love, Jova City, Jones 52242. The University of love is an equal opportunity coployer.

Business: Outstanding Business Professor.

Washington, D.C.-based means the second of the second content o

Raminess: Clark Atlanta University District, Cleater for Entrepreneuruling and Austral, Cleater for Entrepreneuruling and Austral, Cleater for Entrepreneuruling in Teaching, research and public services they leaching, research and public services to Exhaustra of Business Administration for the Schuol of Business Administration Feetback and Services for Experience for Experience



THE UNIVERSITY OF AUCKLAND New Zealand

TWO LECTURESHIPS IN EDUCATION Department of Education (Vacancy UAC. 161)

The University invites applications for two lectureships (tenurable positions) in the Department of Education. Applicants should have appropriate advanced academic qualifications (Ph.D. or equivalent) plus research and teaching equivalent in the sociology of education.

Successful applicants will be expected to contribute to teaching in the MEd programme. Applications from conditates in areas such as teacher education curriculum studies, and pedagogy would be particularly welcome. Teaching qualifications, including costs cultural experience in educational selling. would be an advantage Commencing solary will be established within the range \$NZ37,440 \$NZ49,088 per amount

Conditions of Appointment and Method of Application are available from the Assistant Registrar, Academic Appointments, University of Auckland, Pitale Bag, Auckland, to whom 3 coptes of applications should be forwarded by 31 July 1992.

Please quote Vacancy Number UAC.161 in all correspondence A LECTURESHIP IN PERFORMING ARTS (OPERA) Faculties of Arts and Music (Vacancy UAC. 158)

(Vacancy UAC.158)

From February, 1993, as a further contribution towards a range of postgraduate developments in the Performing Aris, the University Intends to offer amyear postgraduate course in Opera (Diplomas in both Drama and Broadcat Administration are already being offered, and a Diploma in Arts Administration and other courses are being planned.) The Lecture-ship in Performing Ats (Opera), while enthely under the control of the University, is being funded in part by Auckland Opera; and an important part of the Lecturer's work will be to facilitate links between the University and Auckland Opera's production, and to coach the artists engaged (some of whom may be students enrolled in the course).

Applicants should have some experience in teaching in an educational institu-tion, preferably at teritary level and should also have substantial experiences a high level and in a wide variety of operatic activity, especially in the area of

Commencing salary will be established within the range \$NZ37,440-\$NZ49,088 per annum

Conditions of Appointment and Method of Application are regulable from the Assistant Registrar, Academic Appointments, University of Anckland, Pittale Bay, Auckland, to whom 3 copies of applications should be forwarded by 31 July 1992.

Please quote Vacancy Number UAC, 168 m all correspondence.

The University of Auckland An Equal Opportunity Employer



#### University of Otago Te Whare Wananga o Olago

#### OTAGO POSTDOCTORAL FELLOWSHIPS

Applications are invited for a lumited number of Orago Postdoctoral Fellowships to be held within any department of the University. The awards are for one year, with the possibility of extension for a further year

The University of Chagois organised into Divisions - Humanites (including Aris and Music, Law and Theology), Commerce (Ac-countaincy, Economics, Management, Marketing, Finance and Quantitative Analysis and Information's tence), Sciences (which includes the Calanda Information's tence), Sciences (which includes the Schools of Physical Education and Consumer and

Applied Sciences as well as the wide range of science departments) and Health Sciences (the Faculties of Medicine and Dentistry and the School of Pharmacy).

Applicants must have completed the requirements for the award of the degree of Doctor of Philosophy before taking up a Fellowship. Preference will be given to those who have not held a postdeed total followship in another mentalism. systiloctoral fellowship in another institution Emolument: SNZ37,440 per annum

intending applicants should write for further information, available from the Secretary-General, Association of Communeable Universities (Appointments), 36 Condon Square, London WCH OPP, or from the Registrar, P.C. Box 56, Dunedin, New Zealand (Fax (64) (3) 474-1607)

Applications quoting reference A42730 and indicating which project or department is applied for, close with the Registrat of 31 July 1992.

Equal opportunity in employment is University policy.

**UNIVERSITY OF GUAM** 

The University of Guarn solicits applications to establish a list of eligibles for the following non-tenure of tenure track, full-time position (one-, two-, or three-year appointment, subject to availability of

Instructor to Assistant Professor (Of Research in Spanish Legal Historiography)

Minimum Qualifications: (For Instructor)
Master's Degree in Spanish or native speaker of Spanish with master's degree from a recognized university in a subject area related to law.

area related to be.

Destrable Qualifications: (For Assistant Professor)

J.D. or equivalent terminal degree in Spanish law. Substantial work experience with legal Spanish documents dealing with the Martana Islands; knowledge of Martanas documents held in archives of the Philippines, Mexico, and Spain.

Submit current vita, an official transcript from institution awarding the highest degree and unofficial transcripts of other degrees earned, three current letters of reference sent directly from persons knowledgeable about the applicant's academic and administrative performance, and request for official application form to: University of Guam, Marjorie Driver, Chairperson, MARC Search Committee, co Personnel Services Division, UOG Station, Mangilao, Guam 96923. Deadline: AUGUST 3, 1992.

For more information, call Personnel Services at (671) 734-9109, 734-9535, 734-9455, or call Dr. John Rider toll free at 1-800-821-9233. Women and Minorities are particularly encouraged to apply. EEO/AAE.

The American University in Cairo is recruiting a director for its Desert Development Center. The University enrolls approximately 3,800 degree students and 12,000 non-degree students. It offers baccalaureate degrees in most of the traditional arts and science disciplines and several professional fields. Master's degrees are also offered in some specializations.

The American University in Cairo

**BULLETIN BOARD: Positions available** 

Salary: Instructor \$40,498-\$58,982 per annum Assistant Professor \$44,599-\$65,995 per annum

The Desert Development Center was established as a small project in 1979 and has evolved into a separate research center that undertakes applied research, demonstration, and training programs related to rural disert development. A unique characteristic of the Center's work is an integrated approach that embraces biological, technological, and community development, and which includes irrigated desert farming systems, renewable energy applications and socio-perconomic studies. av applications and socio-economic studies

The Center is supported by funds from the Egyptian government, several foundations, and international agencies. The annual budget fluctuates from year to year depending on funding, but normally it is approximately \$1,000,000 per year. The permanent staff of the Center consists of the director and two other senior members; the majority of the staff are on project

The Center maintains uffices on the University campus in Cairo. A research station in Sailar City (alrout half-way between Cairo and Alexandria) contains laboratories and training facilities, and is the site of several experimental and demonstration projects. Demonstration farms and orchards are located on 500 feddans (acres) in South Tahrir, about 40 kilometers from Casta City.

The director should be a scientist, management specialist, or economist with an earned doctorate and a strong record of research related to development. Experience in arid land or desert development preferred. A strong record of writing successful proposals and obtaining funds from international sources is essential. Excellent human relations and managerial skills are required. Previous work experience related to Egypt or other developing countries is desired. Knowledge of Arabic will be regarded as a plus.

The salary is negotiable within the general range for senter academic administrators at the University. Excellent fringe benefits are provided, including housing and schooling allowance for nun-Egyptian citizens recruited from almoad. The timing of the appointment is negotiable but the successful candidate must be available no later than September 1, 1993.

Applications will be accepted until the position is filled, but preference will be given to those received prior to September 1, 1992. Applications and nominations should be addressed to:

Senior Vice President The American University in Cairo 866 United Nations Plaza Suite 517 Now York, NY 10017



#### **University of Otago**

Te Whare Wananga o Otago

New Zealand

#### APPOINTMENT OF VICE-CHANCELLOR

The University Council invites applications or expressions of interest from persons of academic distinction who have appropriate and relevant experience to succeed Sir Robin irvine, who intends to retire at the end of 1993 as Vice-Chancellor and Chief Executive Officer of the University of Otago. Suggestions of names of suitable persons who might be considered together with a statement of the qualities such persons would bring to the post would also be welcomed.

Further particulars are available from D.W. Girvan, Registrar, P.O. Box 56, Dunedin, New Zealand (telephone (64)(3)479-8250 or facsimile (64)(3)474-1607) and include details of the method of

Equality of employment opportunity is University policy.

largest firms as well as other successful enligentenours both locally and nationally.
Seek to establish entrepreneurial internathips with these firms. Supervise the writing of teaching cases as a part of the laternthip program, Develop and manage a National Advisory Board of Entrepreneurs,
Yenture Capitalist Bankars and public officials. Assist with the cultivation of possible
benefactors for scholarships, research,
case development and general financial
autiport, Qualifications: Ph.D. or DBA required, Business and entrepreneurial expe-

rience desirable, but not required. Recog-nized stature among entreprenential practi-tioners and/or educators. Leaderable skulls desirable as well as ability to think concep-tually and bring ideas and programs to au-cessful fruition. Salary: Competitive. Com-mensurats with qualifications and experi-ence. A 12-month tenure-track appoint-ment, Date of appointment: August 1, 1997. Application deadline: Review of applica-tions will begin June, 1922, and remain open until filled. Application recedure: Submit letter of application, résumé, along

OXFORD **ENGLAND** 

Major Educational Campus For Sulo

Prestige location with Teaching, Sports and Residential Facilities. Details: President FAX: 44-865-327798

香港公開進修學院 OPEN LEARNING INICTITUTE

Salary: HK\$32,085-42,655 per month.

Terms and Conditions of Service

Business Administration / Deani Eleven month position available August 1992. Doctorate in Finance and prior leaching experience required. Teaching duties include lypical undergraduate finance and related courses. Candidate must be an activa Southern Bapists. Howard Payne University is primarily a teaching institution with a distinctive Christian emphasis. Send resumé and tist of references to Search Committee for Dean, School of Business Administration, Howard Payne University, 1000 Fisk, Brownwood, Texas 76801.

Business Administration/Management: National-Louis University, College of Management and Business. Business Administration and Management, one position. Contract type: Tourre Track (10-mouth appointment), Responsibilities: Teaching Business Administration and Management courses at the undergraduate fevel, Qualifications: Business Administration and Management courses at the undergraduate fevel, Qualifications: Business Administration and Management courses at the undergraduate fevel, Qualifications: Business Administration and Management courses at the undergraduate fevel of the Contract of the Cont

ment to teaching excellence, research and service. Doctorate preferred, Master's degree in management or business related field required. Satary: Satary in upper 20° and lower 30° a, based on experience. Rank: Meet institutional requirements for the rank of assistant professor, Starting Date: September 1, 1992. Application Review Begins: July 6, 1992. To apoly, please send a letter of application, vita and three feiters of reference with telephane numbers to: Phillip F. Kapela, Faculty Services Coordinator. National-Louis University, 2840 Sheridan Road, Evanston, Illinois 60201. National-Louis University, 2840 Sheridan Road, Evanston, Illinois 60201. National-Louis University, tounded in 1826, is a nonprofit, private, independent coeducational university specializing in teacher education, the arts end sciences, management and business, human services and related professional fields. The upiversity occupies three campuses in the Chicago stea and seademic centers in five other states and Germany. National-Louis University is an institution with a F792 approved operating budget of \$59.9 million and a student corollment of 16,500. Nation-

OPEN LEARNING INSTITUTE OF HONG KONG

The Open Learning Institute of Hong kong, a major provider of distance education in Hong Kong, invites applications for the following academic

School of Science and Technology

Senior Lecturer in Mechanics

Basic Entry Requirements

Candidates should have a higher degree or equivalent as well as considerable academic/professional experience in relevant discipline. Experience in developing courses or leaching using distance fearning methods would be a distinct advantage.

Appointment will initially be on an agreement of 4 years' or 2 years' dura-tion. Thereafter, a suitable appointee may be re-appointed. A gratuity equal to 25% of the basic salary earned will be paid on satisfactory completion of the agreement. Other fringe benefits include leave, medical and dental cov-er, children's education allowance and housing benefit.

Applications
Application forms and further details are obtainable from Appointments (40700), Association of Commonwealth Universities, 3G Gordon Square, Lumium WCHH OPT; or The Personnel Univ. Open Learning Institute of Hong Kong, Room 1305, Trade Department Tower, 700 Nathan Road, Mongkok, Kowloon, Hong Kong, to whom completed forms should be sent by 8 July 1992.

Bushness/Administrative Services: Southern Arkansas University. Assistant/Associate Professor, Administrative Services/General Business, SAU is seeking amplications for an Assistant/Associate Professor of Administrative Services/General Business for Fall, 1992. Duties include teaching in the areas of administrative services and business education. Qualifications: Mester's in business education plus hours in a doctoral program in education or business discipline. Experience teaching business courses at the high school and striversity levels dealrod. Computer skills necessary. A doctorate in business education preferred. This is a permanent tenure track position. Salary and rapk commensurate with qualifications. In addition, SAU offers an excellent frings benefits package. While the primary emphasis at SAU is high quality teaching to undergraduate students, research and profile services are encouraged and supported. SAU believes that cultural diversity is essential to the educational process, thus applications from minorities and women are strongly ecouraged. Ap-

Applied Microbiology: With experience in blotechnological and environmental **Ecophysiology:** Ecophysiology of higher plants in extreme environments: under drought, heat or salinity stress.

Molecular immunology.

Applications and Conditions of Service may be obtained from:

Kuwait University Office Embassy of the State of Kuwait 3500 International Dr., NW Washington, DC 20008 Tel: 202-363-8055

Completed applications should be received in Kuwait before October 15, 1992 and are to be sent directly to:

> Chairman Department of Microbiology College of Science **Kuwalt University** P. O. Box 5969 Safat 13060 Safat

> > **BEDFORD COLLEGE**

# of higher education

**EXERCISE PHYSIOLOGY** This post is created by the demands of the rapidly expending Sports Science courses within the College's BA/B.Sc and B.Ed modular programmes. Applicants should possess a higher degree in a relevant discipline. Teaching experience and advanced coaching expertise would be advantageous.

**LECTURER/SENIOR LECTURER IN** 

The solary will be in accordance with National Scales for Lecturer-£10,704 - £19,401 per annum Senior Lecturer-£19,401 - £22,077 per annum

A generous relocation package is available in expressed cases. The College has a commitment to equality of opportunity, and wel-comes applications from all, irrespective of race, gender or disobility. Further details for the above posts are evaluate from the Personnel Department, Bedford College of Higher Education, Mander Sito, Cauldwell Btreat, Bedford, MK42 9AH, Great Britain, to whom appli-cation forms should be returned.

Tel: Bedford (0234) 345151 extn. 5012/5072 Fax: Bedford (0234) 342874

#### Assistant Professor in African Studies/ History or Political Science

Applications are invited for a tenure stream position as Assistant Professor in African Studies/History or Political Science. Subject to budgetary approval the appointment will be effective from September 1, 1992. Two thirds of the appointment will be in the African Studies Programme and one third in History or Political Science. Candidates for the position must have a Ph.D. in any one of the three disciplines mentioned above; will have the potential to teach at the graduate level in History or Political Science; will provide evidence of successful teaching and active research interests; will be qualified to assume a leadership role in expanding and strengthening the African Studies Programme and in community outreach. Undergraduate teaching duties in African Studies involve an interdisciplinary introductory course and a course in African literature. Salary commensurate with qualifications. Applications, including c.v. and three letters of recommendation should be received by Professor Frederick Case, Principal, New College, University of Toronto, Ontario M55 1A1 by July 12, 1992. In accordance with Canadian intrigration requirements this advertisement is directed to Canadian citizens and permanent residents. The University of Toronto encourages applications from aboriginal peoples, disabled persons, members of racial minorities and women.

Career Services: Dickinton College, a high-ly achetive liberal arts college, is seeking an Assistant Director of Career Services. The Andstant Director manages the on-campus recruiting program, develops new employer contacts, coordinates job devel-opment activities including a job hottine and summer job phopathon, provides indi-vidual and group career counseling, con-ducts workshops, and assists with training and ampervision of peer career counselor

general chemistry, introductory and advanced organic chomistry and introduction in physical schence. Ph.D. required, college teaching experience deturable. Salary concensurate with rank and experience. Good faculity development opportunities. Start August 20, 1992. Application deadline July 10; interviews may start sooner. Eureka College is a private liberal arts college related to the Christian Church (Disciplines of Christ) and commissed to first Inquiry and excellence in undergraduate teaching. Sood latter of application, resume, and all colleges transcripts to: Dr. Gyry E. Ozummon, Dean of the College, Eureka College, Eureka, Illinois 61530. Equal opportunity emploiser.



#### **Alabama Southern Community College FACULTY POSITIONS** AVAILABLE

ENGLISH: (Two positions—une at the Menroeville campus and one at the Thomasville/Damopolis campuses). Reporting to the Chair of the Division of Language and Fine Aris, these instructors will leach a full load of developmental, freshman, and sophomore level English courses including basic writing, freshman English composition, English literature. American literature, and world literature. Academic advising of students is required. Participation on assigned institutional committees and sponsorship of a student organization are required. Minimum qualifications include a Master's Dogree with at least 18 graduate semester hours [27 graduate quarter hours] of course work in English. Successful English leaching experience at the college level is highly preferred. Experience and aducational background qualifying one for teaching technical writing, reading, and/or introductory speech courses is desirable.

able.

BUSINESS ADMINISTRATION: Reporting to the Chair of the Division of Social Science and Business, this instructor will teach a full load of freshman and sophomore level business administration and business technology courses including principles of flusiness, principles of acconomics, principles of management, principles of marketing, business law, principles of supervision, entropreneurship and other similar typos of courses. Academic advising of students is required. This instructor will also develop and teach specialized business related courses as needed by local businesses and industries in the specialized Business Tochnologies Programs and the Management and Supervision Program. The person in this position will be a member of certain institutional committees and may serve as the faculty sponsor to the SIFE program (Students in Free Enterprise). Minimum qualifications include a master's degree (MBA highly preferred) with at least 18 graduate senses are futured to the supervision and contraprenous the preferred capital in management/supervision and enterprenous tip or other equivalent experience is preferred.

equivalent experience is preferred.

The above positions are full-time, tenure-track positions for nine months annually. They require good organizational, communication, advising and planning skills, as well as the shilliy and desire to provide quality services to students and other clients of the College with diverse cultural and aducational backgrounds and learning capabilities. These positions will begin on September 6, 1992. Selary levels will be determined by educational attainment level and years of applicable experience according to the State of Alabama Salary Schedule "D" for faculty. The salary range will be from \$22,886 to \$39,120 for nine months. Summer employment for teaching faculty is dependent upon the schedule of classes offered, student enrollment, and evaluability of funds. The salary range for a full-time summer load is \$7,062 to \$12,084.

APPLICATION PROCEDURES: Submit a completed official application.

selary range for a full-line summer load is \$7,062 to \$12,064.

APPLICATION PROCEDURES: Submit a completed official application form or hotter of application: a résumé showing educational degrees earned, amployment history, and other pertinent attainments or experiences; copies of transcripts (official transcripts are not necessary unless phone numbers of three professional references to Dr. Ken Hudson, Dean of Academic Affairs, Alabama Southern Community College, P. O. Box 2000, Monroeville, Alabama 3846t. The initial deadline for applications is july 10, 1992, Applications will be accepted until the positions are filled, incomplete applications may not be accepted. The most highly qualified applicants will be notified of the interview date, GRNREAL INCORMATION.

GENERAL INFORMATION: Alabama Southern College is a compre GENERAL INFORMATION: Alabama Southern College is a comprehensive, public, two-year community college, with a reputation for the quality of its programs and services, which is located in the heart of rural Alabama. In the Fail Querter of 1991, approximately 2,000 students were enrolled in the various programs offered by the College. Ethnic minority students comprised 21% of the student body. The College is undergoing a period of significant development which offers faculty a dynamic and challenging professional environment. ASCC is a member of the Alabama College System but maintains its own mission and goals. The College is accredited by the Commission on Colleges of the Southern Association of Colleges and Schools.

Alabama Southern Community College is an Equal Opportunity, Allimative Action Employer.

#### **MUSIC POSITION Adams State College**

instructor/Assistant Professor (tenure track) to direct marching band, concert and pep bands, and jezz ensemble; teach related methods courses. Required: mester's degree (doctorets preferred); college/school squarience as bend director; ebility to work with public schools. Band letter, résure, transcripts, names of three references, audio and video parformance tapes to: Dr. John Frezes, Dean; School of Arts and Letters; Adems State College; Alamosa, CO 81102; (719) 589-7438. Screening begins July 13, 1992. Late applications may not receive full consideration. AA/EOE.

Chemistry: Atlanta Metropolitan College, a non-residential two-year unit of the University System of Georgie, announces the opening of a full-time, non-tenure-track Chemistry faculty position effective September 1, 1992. Located in the touthwastern tection of the city. AMC draws students from throughout the metropolitan area. The freedominantly African-American student body varies widely in ase, background, exademic experience, and educational angivations. Dules associated with this position facinde teaching three five-hour 100-acd/or 200-level chemistry or related courses par quarter, academic of Continuing and Technical Colleges in Olympia. hose 100- and/or 200-level chemistry or related courses per quarter, academic advising of ancients, and committee assistances in the same and committee assistances include evening and Seturday classes. Applicants must have a master's degree (minimum) or declorate (preferred) in chemistry or science education including a missipan of 30 madazie quarter hours in extension. College teaching experiences in

Communications/Public Relations: Director of Communications, State Board for Community and Technical Colleges in Olympia. Whathington. Provides creative leadership to the 32 community and technical colleges in the development and coordination of state-wide and regional communications programs. Militarum qualifications include experience and education equivalent to a BA in communications, journalism, or other a paper propriate field and three were of

#### **FACULTY POSITIONS**

(contingent upon funding)

CALKOUN COMMUNITY COLLEGE, Decatur, Alabama, is a comprehensive community college with an annulment of approximately 8,000 students. The College is seeking candidates for the following faculty positions listed with minimum requirements. Beginning date is September 1, 1892.

ACCOUNTING, ART, MATHEMATICE, SOCIOLOGY/PSYCHOLOGY, BPEECH: Master's degree with 18 graduate semester hours in teaching discipline. Application deadlines June 29, 1882.

• ENGLISH: Mester's degree with 18 graduate semester hours in English. Application deadline: July S, 1882. REFERENCE/FERIODICALS LIBRARIANI Mester's degree in library actence, library made, or other fields from school accredited by ALA. Application deadline: June 28, 1892.

PARALEGAL (HALF-TIME): Juria Doctorate or Master's degree with 18 graduate semester hours in paralegal or law. Application deadline: June 28, 1888.

PRACTICAL NURSING: Master's degree in nursing OR Bachelor's degree with 27 semaster hours in nursing, current license as registered nurse in Alabama, and three years' full-time experience in nursing. Application dead-lines June 28, 1892.

• COSMETOLOGY: Bachelor's dagrae, 27 semester hours or specialized coursework equivalent to technical college program in cosmetology, three years' full-time experience as a practitioner in cosmetology, and State Binard of Cosmetology instructor's license. Application deadline: July 5, 1982.

APPLICATION PROCEDURE: Candidates must submit a letter of intent, a resume, and college transcripts by the deedline date to the Office of Human Resources and Legal Affairs, P. O. Box 2218, Decatur, AL 35608-2218, For further information, cell 205/353-3102, ext. 318. AFFIRMATIVE ACTION, EQUAL OPPORTUNITY EMPLOYER

**EXTENSION AGRONOMIST** Alfalfa Production and Forage Systems

Department of Agronomy and Range Science University of California, Davis

University of California, Davis

Academic career track position. Assistant Extension Agronomist (.80 FTE Cooperative Extension (CEV.20 FTE Agricultural Experiment Station). Educational responsibilities include leadership of statewide extension education programs in aliaffa production and forage systems, coordination of workgroup activities, training and education for CE Countyl/Area Advisors, preparation of educational materials and presentation of information at inclusing and/or public forums. Research responsibilities include leadership and coordination in planning and conducting applied research activities related to the ecology, physiology, plant breeding, genetics, pest management, solfyplant nutrition, forage quality and water resource management of alialia and lorage systems with departmental and interdisciplinary groups. He/She will develop an applied research program of some aspects of forage production and utilization that are crucial for sustained economic vitality and good environmental quality of California and will coordinator the statewide cultivar and germpiasm evaluation program. Responsibility for developing programs to meet the regulations and University, Campus and Diviston policies and procedures related to chil rights, affirmative action, and equal employment opportunity. Ph.D. or equivalent level of experience in agronomy, crop physiology, crop ture is highly desirable. Send a statement of interest in extension education and research interests, curriculum vitae, publication list, reprints of key publications (up to five), coples of undergraduate and graduate transcripts, and the references by September 1, 1992, to Dr. James E. Hill, Search Committee Davis, CA 956 (6; telephone: 916-752-3458; fax: 916-752-4361. The University of California, and Affirmative Action, Equal Opportunity Employer.

THE UNIVERSITY OF SOUTHWESTERN LOUISIANA College of Education

Department of Curriculum and Instruction P. O. Box 42051 Lafayette, Louisiana 70504

TENURE TRACK POSITIONS FOR JANUARY 1993

Assistant Professor in Elementary Mathematics Matheds. Responsibility for research and bracking undergraduate and graduate courses in elementary math methods. Secondary responsibilities could include teaching one beginning course in educational technology using Apple and Macintosh computers. Contact parson: Dr. Carol Whelen,

Qualifications and Procedures:

1) Candidate must hold, or will hold by January 1992, the Ed.D. or Ph.D. from an institution which is accreditated by the regional association.

2) Candidated must have elementary school seaching experience.

3) Publication and/or presentation and/or grant writing a plus.

4] Letter of interest, transcripts, with and three latters of reference must be sent to Dr. University and Area.

Whaten by October 10, 1992.
University and Area:
The University of Southwestern Louisiana is a senior institution with 16,000 students in sight colleges and offers several Ph.D. programs. The University enjoys a location with a rich cutture, and a favorable climate and cost of living.

relevant discipline. Prior experience in community education will be considered in lieu of aducational requirements. \$2,693.
\$33,455/month pits benefits. Contant Costs Mensoulin Abstances (Needs 155 a foots). Project 155 a foots in 1992, and will continue until qualified

Computer Graphics Computer Graphics' Visual information Arts. Memohis College of Art invites applications for the praduate of Art invites applications for the praduate or graphics in Visual Information Arts/Computer Graphics, Heaptonschildres Include teaching Interdisciplinary and cross-disciplinary courses in computer graphics, in-see processing and rendering, computer asignation, visual databases and interactive multimedia development. Candidates should hold an MPA degree in a relevant discipline with computer graphics appearance with the computer graphics appearance of the computer graphics appearance of the computer graphics appearance of the computer graphic appearance are approximately 40 facility members, 250 undergraduate and 30 graduate attidents.



#### University of Hawaii at Manoa **Department of Psychiatry**

ASSOCIATE PROFESSOR, 14-1M, or ASSISTANT PROFESSOR, 13-1M, Position Numbers 83700, H3707, H3712, R3540, H3541, B3544, B3549, B3552. Department of Psychiatry, John A. Burns School of Medicine, 100% FTE, to begin approximately July 1, 1992, pending funding and position clearances. The University of Hawaii School of Medicine and the State of Hawaii Mental Health Division are jointly recruiting Psychiatrist Faculty for the Hawaii State Hospital. This newly built 200-bed facility as be the core inpatient program for the State's community based mental health centers. Positions will be responsible for the care and treatment of the chronically mentally ill and for the teaching and training of medical students and residents. Mialmum Qualifications in M.D. degree, eligible for Hawaii license (NBME or FLEX). BEJBC, clinical experience and intensi in Chronic Mental liness/Forensic Psychiatry/Adolescent Psychiatry. May have teaching experience with medical students and residents. Destrable Qualifications is Scientific publications. Appointment will be based on the individual's qualifications and experience. Send CV and 3 letters of reference to joinf. McDermott, Jr., M.D., Prof. and Chairman, Dept. of Psychiatry, Ill School of Medicine, 1356 Lusitana Street, 4th Roor, Honolulu, Hawaii School of Medicine, 100% FTE, to begin appointately July 1, 1992, pending funding and position clearances. The Linvestity of Hawaii School of Medicine and the State of Hawaii Mental Health Child and Adolescent Division are Jointy recruiting Psychiatrist/Faculty for Island Adolescent Division are Jointy recruiting Psychiatrists/Faculty for Island Adolescent Services. Teach and train medical students and psychiatry residents. Provide clinical Inpatient and outpatient services for Child and Adolescent hospitals and clinics. Minimum Qualifications and institutional outpatient/inpatient programs for children and adolescents. Destrable Qualifications and experience in an academic setting and institutional outpatient/inpatient programs for children a

We are an LEO Employer

#### **NURSING FACULTY**

SUNY Plattsburgh's Department of Norsing inertes applications for a full line tenure-track position in its NLN accredited lise calcurate program which serves both baccalamente and RN transfer students beginning Fall 1992. serves both baccalanceate and RN transfer stretches beginning Edil 1992. SUNY Platisburgh is a comprehensive, conducational institution that offer more than 50 academic programs of study to approximately 6,000 undergraduate and graduate students. SUNY Traitsburgh is known for its graduate excellence, friendliness and affordability. Levaled in on area noted for recreational activities, Platisburgh is one transfer for in Muniteed, Buildig-York City.

V7 and Lake Placial, NY, with easy access to Heston, Albany and New York City.

Responsibilities include classroom and clinical teaching, academic advisement along with college and departmental committee responsibilities

the successful candidate must have an entired discretar or specified date of completion in Nursing or related field. Master's degree or periodic with experience leaching undergraduate students along with evidence of commitment of cultural diversity and oblity to prepare individuals to function in a cultural and ethnically diverse society. Salary is competitive and commonsurate with qualifications and experience Application deadling is June 30, 1992. The commutes will screen candidates' applications immediately upon receipt. Subctions will be made as soon as possible, but recruitment will continue until position is filled.

Send latter of application, vilae and three current letters of reletence to

Plaitsburgh, New York 12901 SUNY IS AN EQUAL OPPORTUNITY, AFFIRMATIVE ACTION EMPLOYER

Computer Science: Faculty position wastable. Computer Science position requires a Master's Degree in Computer Science. Several years' experience textubung at the College level. An understanding and appreciation of the primary importance of teaching at the undergraduate level, A deute in the first of the primary importance of teaching at the undergraduate level, A deute in the first of the primary importance of teaching the first on an individual basis to help them meet their colleging and representation feedings. The Ileparime fressional goals. Salary: \$32,000-527,000 testumed and references to: Office of the Wastering of the primary for the primary free first of the first

Computer Science: Senior Programmer Analysts. Design algorithms for image purcessing and apalysis to facilitate research in cardiology and ultranound imaging. Design algorithms for I-dimensional reconstruction of coronary and peripheral attendent prepare research in ultranound titsue characterization by apectral and stabilitical analysis. Administer and maintain clinical and research workstations and networks. Design protocols for the collection of clinical data, Requires (1) B.S. In Computer Science or Electrical Engineering: 21 two years as an Information Systems Officer, the required two years' experience must include development of software using. C. and supplies tools in MSDOM sevironment, and administration of local area networks:

required. Course work and work experience in computer information systems must include aystems analysis, design and iterating program designs, coding and testing program designs, coding and testing contracting to the state of the state of

Computer Science: Victoria University of Wellington, Lei tureship in Computer Serence: The Bepartment of Computer Serence is particularly seeking candidates with backgrounds in any of software engineering, computer networks or databases. Political Computer networks or databases. erence will be given to applicants with a Ph. D. in Cumputer Science, but applicants with a degree in the great and experience to the property of the computing will be considered. For further that southast the Chairperson, Profession 16th H. H. Chairperson, Profession 16th H. H. Chairperson, Profession 16th H. H. Chairperson, Profession 16th H. Chairperson, New Zealand that +64 4 495 3238; erami. missronical to the chair the profession close on 3 August 1997, The University in an Equal Opportunity Employer.



**BULLETIN BOARD: Positions available** 

The College at Oneonta is a four-year college with liberal arts and professional programs at the undergraduate and master's levels. It is part of the 64-campus State University of New York (SUNY) System and is located in scenic central New York State at the foot of the Catskills in the city of Oneonta (population 16,000), 3-1/2 hours from New York City. The College enrolls approximately 5,200 undergraduate and graduate students with a full-time faculty of and some part-time instructors.

The College at Oneonta seeks candidates for the faculty positions described below. Special consideration will be given to candidates who can contribute to the overall College mission in the areas of general education and cultural diversity. Candidates who are eligible for joint appointment in their field and in Black-Hispanic Studies or Women's

Education: Curriculum
Responsibilities include teaching undergraduate and graduate courses in reading/language arts. Elementary or middle school teaching expertence required. Expertise in educational technology, middle school education, or rural aducation destrable. This position is a one-year temporary appointment with the possibility of a tenure track appointment in 1993-94. Review will begin immediately.

Responsibilities include teaching graduate and undergraduate courses in philosophical, historical and social foundations and education law. K-12 and college leaching experience preferred. Expertise in multicultural education, rural education, or adult education desirable.

nural education, or adult education desirable.

Secondary Science Education: Science Education/Biology

Dual appointment in Education and Biology Departments. Responsible for: undergraduate/graduate secondary science methods, some elementary science methods, supervising students in field experiences and student teaching, teaching undergraduate leb techniques course in biology and a biology course for non-majors. This position may involve administrative coordination of all science teacher education programs. Preference will be given to applicants with one or more of the following: middle/secondary level science teaching (minimum 5 years), grant writing, experience in environmental education, experience with staff development, knowledge/experience with use of educational technologies, earned Ph.D. in science education, graduate degree in bloogy with emphasis in ecology or environmental biology, experience in higher education with teaching and supervision.

I toless otherwise noted, appointments will be full-time and will toolcally be tenure track at the Assistant Professor

environmental biology, experience in higher education with teaching and supervision.

Unless otherwise noted, appointments will be full-time and will typically be tenure track at the Assistant Professor level; some senior level appointments are possible depending upon qualifications and experience. Preferred qualifications include earned doctorate in appropriate field and previous experience including classroom teaching as appropriate. Persons appointed to the positions will be expected to demonstrate leaching excellence, continued scholarly involvement, and service to the Collega. To assure full consideration, material should be received by July 6, 1992. Searches will continue until positions are filled. Qualified candidates should send a letter of application, résumé, and three letters of reference to: Vice President for Multicultural Affairs, Netzer Administration Building 301, Box C, State University of New York, Collega at Oneonta, Oneonta, NY 13820-4015. As an Equal Opportunity, Affirmative Action Employer, we encourage applications from women and members of minority groups.

College at Oneonta

#### DALLAS COUNTY COMMUNITY COLLEGE DISTRICT INSTRUCTOR POSITIONS **BIOLOGY, MATHEMATICS, SOCIOLOGY**

Richland College, part of the seven-member Dallas County Community College District, is seeking applicants for three full-time instructor positions. For applicants who are doctoral candidates, a 60% contract is acceptable. Richland, the largest DCCCD college, provides an exciting fearning environment for over 12,600 credit and 11,000 continuing education students.

Richland College, Dallas, TX

BIOLOGY. Position teaches biology courses, including evening classes as needed; serves on commit-tees, advises students, and selects textbooks. Requirements: master's degree in biology, one year of teaching experience in biology at the college or university level, and demonstrated computer skills.

MATHEMATICS. Position teaches math and developmental math courses, including evening classes as needed; serves on committees, advises students, and selects textbooks. Requirements: master's degree in mathematics (degrees in other subject areas are not acceptable unless they contain equivalent training in mathematics), one year of teaching experience in mathematics or developmental mathematics at the college or university level, and demonstrated computer skills.

For application and consideration for these two positions, please send a letter of interest and copy of graduate transcripts to: Ms. Ruth Runyan, Math/Science/Technology Division, Richland College, 12800 Abrams Road, Dallas, TX 75243-2199.

SOCIOLOGY. Position teaches varied sociology courses in traditional and non-traditional modes, including evening classes, and serves on college committees. Requirements: master's degree in sociology, one year of leaching experience in social science quantitative methods, demonstrated ability to teach social science quantitative methods and to use multimedia technology and computer assisted instruction. ability to involve students experimentally in sociology, and demonstrated computer skills.

For application and consideration please send a letter of interest, resume, and copies of all undergraduate and graduate transcripts to: Ms. Karen Hudson, Social Science Division. Richland College, at the address in the above paragraph.

Annual salary minimum for instructors is \$29,000, along with excellent benefits. A DCCCD application will be sent to all applicants for completion and return. All application materials must be received in the Division Office by the deadline: July 10, 1992.

**EEO/D/AA Employer** 

#### **Lehigh County Community College FULL TIME/TENURE TRACK FACULTY POSITIONS**

Mathematice: leach courses from remedial and developmental lo differentia equations. Master's degree in Mathematics required, Doctorale preferred. Hotel/Restaurant/Hospitality Management: teach courses in food preparation, hospitality management and food laboratory (commercial kitchen). Degree in Culmary Aris, Hospitality, or related field required, Master's preferred. Work experience in this industry and teaching experience required.

Biology: teach courses in Biology, Anatomy and Physiology and upper levels of Biology. Master's degree in Biological Sciences or appropriate discipling required. Doctorate preferred.

Nursing: teach nursing in the classroom and varied clinical settings. MSN required. Medical/Surgical and Pediatric specialty areas preferred. Must be eligible for Pennsylvenia State licensure.

Psychology/Soctology: teach courses in Psychology and Sociology. Mas-iar's degree in Sociology or Psychology required. Doctorate preferred. Lehigh County Community College, located on an attractive suburban campus, is near Allentown, PA and has a credit enrollment approaching 5,000

Send letter of application and resume by July 15 to: Lehigh County Community College Director of Human Resources 4525 Education Park Driva Schnecksville, PA 18078-2598

EOE/AA

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#### OCCUPATIONAL THERAPY

Applications are being accepted for a position in The Department of Occupational Therapy. Elizabethtown College is a private comprehensive/filteral arts college which confers a bacca-larcate degree. Students are accepted into the four-year occupational therapy major as freshmen. Applicants should be registered occupational therapists with a Master's degree, (doctorate or doctorate in progress given special consideration) and a minimum of three years of clinical experience in psychosocial dysfunction. Teaching experience is preferred. Primary teaching responsibilities include psychosocial reliabilitation and group dynamics. Other course content areas may include media, human development or activity analysis, Active participation in professional activities, college contuitive service, and student advising are expected. The position is a nine-month appointment which can lead to a triure-track position wealtable by full 1992.

To apply, please send letter of application, curriculum vitae, nature and addresses of three references, and transcripts to Martha A. Farver-Appar, Derector of Personnel, Elizabethtown College, One Alpha Druce, Elizabethtown, PA 17022. Applications will be received until position is filled. AA/EO.

RBase and DBase), expert systems (CLIPS and NEXPERT), simulation models and allycultural prescriptions. Evaluate software, design and develop algorithms such as interclicat communications (Windows DDE, X Selection and RPCXDR), embedded full-base distables functions. Systems are developed in C and FORTRAN, embedded SQL, PHIGGS, XView, X toolkits and Kilbs, Maintain software and manage inboratory computer resources, coordinate individual projects, a sistal in research and teaching, and supervise graduate audents and student workers. Requires Rachelor of Science in Computer Science, and computer stream of the following Computer Science, and computer Systems; (2) Notworks and Distributed Processing; (3) Computer Graphics; and (4) Computer Vision. Apply at the Texas Reprovement Commission, Texas Employment Commission, TEC Building, Austin, Texas, 78778, 190 Order 3658/1639, Adverthoment paid for by an Equal Employment Opportunity Employer.

Computer Services: Mansfield University seeks to fill a management technical services technician job vacancy as soon as possible, The duties of his position arcomputer peripherals, employment of the full of the position of the full of the position of the full of the f

#### TREASURE VALLEY COMMUNITY COLLEGE

TREASURE VALLEY COMMUNITY COLLEGE is a public two-year com-prehensive community college, located in Ontario, the heart of Eastern Oregon recreational opportunities. It serves its district as the only pro-vider of higher education. The College has an enrollment of 1440 FTE and over 6000 head count in transfer, vocational/technical, and community education programs.

ENGLISH INSTRUCTOR: Temporary, full-time faculty assignment to fill va-cancy due to leave of absence for 1992-93 academic year with possibility of second year assignment for 1993-94. Master's in English or related filed with minimum of 18 gt. hrs. graduate credit in English/Literature required. Instruc-tor will teach full range of English courses including developmental English, freshman classes and literature. Other duties as assigned may include after-noon and evening classes.

PHYSICS/MATHEMATICS INSTRUCTOR: Pull-time faculty assignment to teach calculus-based physics, engineering orientation, physical science, and full range of mathematics courses from elementary algebra through calculus including fundamentals of Elementary Math. Master's in physics or related field with major in physics, calculus, or engineering required.

MATHEMATICS INSTRUCTOR: Temporary, full-time faculty assignment to fill vacancy due to leave of absence for 1992-93 academic year. Instructor will teach full range of mathematics courses from elementary algebra through calculus including Rundamentals of Elementary Math as assigned. Master's in mathematics or related field with minimum of 18 qt. hrs. graduate credit in math required.

SOCIOLOGY/LAW ENFORCEMENT/CORRECTIONS - INSTRUCTOR/CO-SOCIOLOGY/LAW ENFORCEMENT/CORRECTIONS - INSTRUCTOR/CO-ONATOR: Full-time faculty position requiring duties at both the College and Snake River Correctional Institution contingent upon passing all security screening criteria for Oregon Department of Corrections. Duties include de-velopment of curriculum and Instruction of courses in sociology, criminal justice, and/or law enforcement and interagency coordination of classes and curriculum with law enforcement agencies and correctional institution. Mas-ter's degree with heavy emphasis in sociology [minimum of 12 qt. hrs. gradu-ate credit] and law enforcement/corrections required.

Minority and/or female applicants are especially encouraged to apply. These positions will remain open until filled. Review of candidate materials will begin on July 13, 1992. Salary will be paid from the faculty salary schedule based on education and experience with an excellent faculty fringe benefit package. For detailed position vacancy announcement and application procedure contact: Personnel Office, Treasure Valley Community College, 650 College Boulevard, Ontario, OR 97914; phone 503-889-6493 ext. 227.

TREASURE VALLEY COMMUNITY COLLEGE IS AN AFFIRMATIVE ACTION, EQUAL OPPORTUNITY EMPLOYER

Continuing Educations Barton Country Community College at Great Bend, Kunsas, seeks fall time Coordinator of Outreach Services. Qualifications: Minimum of Bachelor's degree—Master's preferred; teaching experience at the high school or collega level preferred; possess an understanding of instructional methodologies appropriate to possescendary and adult education, organizational, interpersonal and human relations skills; knowledge of scheduling lastructional services at outreach sites; familiarity with adjunct instruction in community colleges and an understanding of and comminment to the community organization and management of the delivery of off-campus courses/programs to assized outreach site; assistance in the delivation of the delivery of off-campus courses/programs to assized outreach site; assistance in the delivery to individuals with ERICSSON telephone experience. Please submit your letter of intent, three current (1991-92) letters of recommendation and transcripts (if appropriate) to: Position M-25, Human Resources Department, Room G-1 Alumi Hall, Manfield University, Manfield, Pensylvania 16933, Review of applications will begin on ur about June 15, 1992 and continue until the position is filled. Mansifeld University is an Affirmative Action Employer and encourages the applications of the owner, minorities and persons with disabilities.

A list of application deadlines every week in The Chronicle.

#### **FACULTY POSITION** MULTIMEDIA/COMPUTER ARTS

COLUMBIA COLLEGE CHICAGO is accepting applications for a Multimedia/Computer Aris position in the Academic Computing Department available September 1992.

Teaching introductory and advanced courses in multimedia; developing new courses in computer arts and applications; working with other departments, especially felevision and Radio/Sound, are some of the challenges awaiting an experienced multimedia/computer arts leacher. An advanced degree must be combined with expertise in multimedia and of least one of the following: 3-D animation, computer graphics, computers and video or interactive information

The department computer equipment includes Amigas. MacIntosh, IBM/Targa systems and Silcon Grophics work stations. Faculty expertise in computer imaging, 2-D and 3-D animation, artificial intelligence, computer science and hypermedia is combined with a strong emphasis on undergraduate teaching.

Columbia College is an urban, open admissions institution of 7,000 undergraduate and graduate students emphasizing arts and communications in a liberal education setting. We after a competitive salary and penelits package. Minority and Women candidates are strongly urged to apply.

Please send letter of Interest and curriculum Multimedia/Computer Arts Search

Human Resources Department COLUMBIA COLLEGE CHICAGO

600 South Michigan Avenue . Chicago, Itinois 60605-1996 Equal Opportunity Employer M/F/D/V

ty College, Rural Route #3, Great Bend, Kansas 67530, EOE.

Courseling: College of Southwest Washington Court seeks full-time, tenure track counseling: College of Southwest Washington Court seeks full-time, tenure track counselor. Training and experience in assessment and accommodation of specific tearning disabilities preferred. Appropriate master a required. Screening begins Jime 22, 1992. Contact Lucy Fridell, Grays Harbor College, 1630 Edward P. Smith Drive, Aberdeen, Washington 98520; 206-532-9020, extension 217. EOE.

Counseling: Opening for Counselor/Lab Coordinant for Counselor/Lab Coordinator who is assigned to the Stedent Affairs Olvision and is under the supervised of the Associate Dean for Enrollment Management. The position is full-time for well as the distribution of the Associate Dean for Enrollment Management. The position is full-time for well as months. The individual is responsi-

Management. The position is full-time for twelve months. The individual is responsible for coordinating counseling services, assessment, teacher part-time in the developmental lab and provides coordination of the developmental lab. This individual must possess a master's degree in counseling. Experience working in an educational seiting with adults is required. Computer knowledge and experience in college level developmental lab services is helpful. Contact Southern Arkanass University of Technology Business Office at (501) 574-406. Applications will be considered on June 19, 1992. Consideration will continue to the position is fulled. EOK.

Courseling / Career Services: Dutchess Commonly College, Director Conncelling and Career Services. Provides leadership and supervision to the Office of Courseling and Career Services. The office, through a professional staff of six, provides personal connacting, transfer and career development services, adult career and education

Counseling / Counseling Psychology: Counseling / Counseling Psychologist. Eastern Washington University of Chency/Spokane Santonaces a full-time appointment in its University Counseling and Psychological Services Center. Master's degree required, doctorate preferred in chincal/copusating or related field. Will consider A. B.D. with commitment to consplet during 1992-1993 academic year. Three years of experience in a university counseling center preferred in a university counseling center preferred edigble. Postilon beginning September 1, 1992. Application deadline July 31, 1992. Submit letter of interest, current vins, and three letters of recommendation to Selection Committee. Officer of Human Resources, MS #14. Eastern Washington University, Chency, Washington 99004-2496, Minorides and women encouraged to apply. AA/EOE.



ANGELO STATE

University

SAN ANGELO, TEXAS

ASSISTANT, ASSOCIATE, OR

PROFESSOR OF ACCOUNTING

1992-93 ACADEMIC YEAR

(Two Positions)

SALARY: \$40,276 to \$51,904 for nine months plus attractive

University fringe benefits. Summer teaching for six weeks in

addition to a six-week research assignment at the same rate of pay

Financial assistance of up to \$5,000 may be provided to assist in

RESPONSIBILITIES: Teach twelve semester credit hours each

semester at the graduate and undergraduate level. Desired teaching fields include auditing, theory, tax, and cost accounting.

THE UNIVERSITY: Angelo State University was recognized as one

of the "Up and Comers" in American higher education in U.S. News and World Report's 1991 College Guide, America's Best

Colleges, based upon a reputational survey of the nation's college

presidents and deans. The University has one of the most modern

and attractive campuses in the nation and is fully accredited by the

Commission on Colleges of the Southern Association of Colleges

and Schools to award degrees at the associate, bachelors' and masters' levels. The University student body of approximately 6,130

ranks first among regional universities in Texas in the high percentile ranking of entering freshmen in their high school graduoting classes. The University offers one of the largest and

QUALIFICATIONS: Academic: Ph.D. or DBA degree with a major or concentration in Accounting. Experience: Teaching experience is

SPECIAL SKILLS OR REQUIREMENTS: CPA Certification

preferred. Ability to work with LOTUS 1,2,3 preferred. Ability to

communicate ellectively with undergraduate students. Candidate

should be dedicated to excellence in teaching and have a strong commitment to high academic and professional standards both in

San Angelo, Texas 76909 (915) 942-2046 FAX (915) 942-2038

APPLICATION DEADLINE: Open, but may be closed at any time

most distinctive academic scholarship programs in the nation.

DATE OF APPOINTMENT: August 27, 1992

will be available for the 1993 summer session.

the actual moving expenses to San Angelo.



#### Instructor, Sociology/ Anthropology 10-month, tenure track

Minimum qualifications: Masier's degree in Sociology or Anthropology or related area, and college teaching experience

Responsibilities: Under the supervision of the academic dean, responsibilities include but are not limited to toaching courses in sociology and anthropology. developing innovative curriculum with a multicultural and gender-fair perspective; providing loadership for the creation of effective, collaborative learning structures; developing new degree programs as appropriate; participating on college committees, advising students, and other related duties

#### Instructor, Psychology 10-month, tenure track

Minimum qualifications: Master's degree in Psychology or related area, and college teaching experience

Responsibilities: Under the supervision of the academic dean, responsibilities include but are not firmled to leaching courses in psychology, developing nnovalivo curriculum vith a multicultural perspective, providing leadership for the creation of effective, collaborative learning structures, developing new degree programs as appropriate, participating on college committees, advising students, and other related duties

Salary: Starting salary: \$31,009 Amticipated starting date: August 25, 1992 Equivalencies: Applicants who do not meet the minimum qualifications as stated are encouraged to put in writing precisely how their background and experience have prepared them for the responsibilities of this position and by providing appropriate releiences.

Application procedure: 1) By letter, phone (203 774-1180, Ext. 327) or in person request and complete an application form from: Office of the President. Ouinebaug Valley Community College, 742 Upper Maple Street. Danielson, CT 08239 Application deadline: July 7, 1992.

Affirmative Action/Equal Opportunity Employer M/F

#### CANAN CHARGE CONTROL AREAD CROSS CON AS AT AN ADDRESS OF CROSS AND ADDRESS OF A DESCRIPTION AND ADDRESS OF CROSS AND ADDRESS A

College of Agriculture and Technology at Cobleskill

State University of New York

#### TEMPORARY EARLY CHILDHOOD INSTRUCTIONAL POSITIONS

Two temporary appointments to begin August 24, 1992. One position: To teach courses in child growth and development and early childlood curriculum and methods. Second position: To reach courses in foundations of education and early childlood methods. Experience with practicum supervision destrable. Master's degree in early childhood or child development and teaching experience both at college level and with young children. Salary is dependent upon training and experience. Fringe benefits are excellent. Search committee will hegin deliberations on June 30, 1992. Submit letter of application, transcripts or copies thereof and a current résumé including the names and addresses of three references to:

Dr. Renée Scialdo Shevat Director of Human Resources Management State University of New York College of Agfeulture and Technology Cobleskill, NY 12043

An EO/AA Employer

#### Research/Religious History

Research Associate/Coordinator to seelst Indiana Religious History Association and POLIS Research Center at Indiana University-Purdus University at Indianapolis in planning a multi-yeer project on religion in Indianapolis history and researching and writing the religion section of the Encyclopedia of Indianapolis. One-year appointment with possibility of reappointment. Starting deta: September 1, 1892, or as soon as possible thereafter. Requirements: Doctorate or ASD in community/social history, religious studies, or sociology of religion. Selary. \$25,000/year plus university frings benefits. To apply, sand letter, vite, and names, addresses, and telephone numbers of three references to Religious History Project, POLIS Research Center. CA 301, 425 University Sivd., Indianapolis, IN 48202-5140. Review of applications with begin on July 15 and continue until position is filled. AA/EOE.

counselleg Fsychology: Counselles Center, Staff Psychology: The University of Restrucky Counselles Center is seeking a strong generalist in counselles or clinical raychology interested to working with a team of dedicated corplessional, in a dynamic and highly visible counselles center. Experience reculted in individual and group payeriotherapy, crisis intervention, career assessment, consultation and outreast. Interestruction in teaming disabilities and brief thorapy models is desimble, it interestruction in carning disabilities and brief thorapy models is desimble. Minimum requirements on a Fa.D. in Connselles or Cirical Psychology and one year of related professional carefaces, proferably in a college counseling center setting. Applicants must be eligible for because of professional carefaces, professional cancer, professional contents are in include teaching residual experiences. Executes the professional cancer, Daties are to include teaching provious experience. Executes the payer of applications will begin July 15. [972], but may be exceeded if additional applicants must be eligible for brief of the professional cancer. Daties are to include teaching provious experiences. Executes the professional cancer, Daties are to include teaching and appecially courses in School Connection at the professional cancer. Daties are to include teaching and appecially courses in School Connection and Connections and appecially course in School Connection and the professional cancer. Online are to include the professional cancer. Daties are to include the profes

Counselor Educations The Program in Counselor Education at The University of Alabama is speking applicants for a three-year (scademic year) appointment in a non-tentine service support interactional needs on its main campus and its off-comms educational center. Daties are to include teaching andeste counses in core areas of the three (3) CACREP-accredited programs on campus and specialty courses to School Counselies at the Candedon Educational Center, Qualified candidates must have a

#### Teachers College, Columbia University DEPARTMENT OF EDUCATIONAL **ADMINISTRATION**

Assistant/Associate Professor One-Year Term Appointment

The Department is seeking an assistant/associate professor for a one-year term appointment, renewable, with primary responsibility for supporting doctoral students engaged in field-based research profests in urban educational centers. Design the development of multi-faceted computer-based school system simulation. Qualifications: Earned doctorate in educational administration or related area with demonstrated abilities in qualitative and quantitative method clogies. Experience in urban, multi-cultural school settings preferred.

Review of applications will begin June 22 and continue until successful. Curriculum vitae should be sent Immediately to Professor Frank Smith, Box 67, Teachers College, Columbia University, New York City, NY 10027.

Teachers College, Columbia University, New York City, NY 10027.

Teachers College as an institution has long been committed to a policy of equal opportunity in employment. In offering higher education in the discipline areas of education, psychology, and health services, the College is committed to providing expanding employment opportunities in minorities, in its own activities and in society. Candidates whose qualificialions and experience are directly relevant to complementary College priorities (e.g., urban and minority concerns) may be considered for a higher rank than advertised.



Teachers College Columbia University 525 West 120th Street New York, New York 10027

#### The Martin and Margy Meyerson Professorship of Urbanism

The Search Committee for the Martin and Margy Meyerson Professor-ship of Urbunism is pleased to announce that it is currently accepting the applications of qualified candidates.

the applications of qualified candidates.

A cross-disciplinary chair, this professorship of urbanism is designed for a distinguished senior scholarship specializing in the field of urbanism. He or she should possess a demonstrated capacity for public litinking on issues related to the planning, design and/or management of contemporary cities and metropoliten regions. The initial holder of this chair will be appointed as a faculty member in a department of the Graduale School of Fine Aris. The chair holder is expected to function across departmental lines within the School and other University of Pannaylvania departments having a significant interest in urbanism. Specifically, he or she will be expected to chair doctoral committees at other schools within the University.

Interested candidates should forward their curriculum vitae to the Search Committee Chairperson, Professor Peter D. Linnaman, Director, The Wharton Roal Estate Center, Lauder-Fischer Hall, Third Floor, 256 South 37th Sireet, Philadelphia. PA 19104-6330. The Center's telephone unbest in 23, 268 0665.

The University of Pennsylvania is an equal opportunity employer.

#### **General Psychology Faculty Position METROPOLITAN STATE UNIVERSITY**

Full-time probationary position. Teach up to five discipline courses and one individualized educational planning course a year; develop a system for orientation and degree planning for new psychology students; coordinate all sections of general psychology; revise general psychology curriculum; assist in developing graduate program in propositional psychology. A doctoral degree in psychology or related discipline, minimum of 2 years' teaching experience in general psychology required. Minnesota licensed or license eligible required. Screening of candidates will begin no sooner than August 10, 1992 and will remain open until a suitable candidate is found. Appointment date: Seplember 25, 1992 or as soon after as possible. For additional information, call (612) 772-7707. Submit a letter of application, resume and the names, addresses and telephone numbers of four references to General Psychology Search Committee Chair, Metropolitan State University, 700 East 7th St., St. Paul, MN 55106-5000.

An Affirmative Action, Equal Opportunity Employer

An Affirmative Action, Equal Opportunity Employer Minnesota Stale University System

doctorate in Counselor Education and experience in School Counseling, Graduation
from a CACREP program is preferred.
Women and minority and distance are encouraged to apply, Applications will be received and reviewed through July 15, 1992
or until a suitable applicant is identified,
Campus responsibilities will begin on August 16, 1992. A vius, copies of graduale
transcripts, and cantes/addresschelephone numbers of three (3) references
ahould be submitted to S. Ailen Wilcoxon,
Chair, Search Committes, Program in
Counselor Education, P. O. Box 870231.
The University of Alabama, Turcioosa,
Alabama 5487-0231. The University of Alabama is an Equal Employment Opportuni-

ly institution.

Criminal Justices Tenure track position in Criminal Justice beginning September 1, 1992. Responsibilities include reaching a variety of undergradurate courses, advising majors, and assisting with student organization. Ph. D. in Criminal Justice or closely related field preferred, but ABD and/or strong Master's considered. Professional experience desirable. Rank and salary dependent upon qualifications. Send letter of application, current vines, and namezhadorosses/bions numbers of three references to R. J. Whush; Criminal Justice Program, Landrum Box Biol. Georgia Southern University, Statesboro, Georgia 30460-8101. Application deadline is July 15, 1992. Georgia Southern University is an Affirmative Action, Rusul Opportunity lastitution. The names of applicants and nombness, relative statements and other general, non-evaluative information are subject to public inspection under the Georgia Open Records Act.

Curriculum and Instruction: Assistant/Associate Professor, nine month faculty posi-tion available Pail, 1992. Doctorate degree with a major in Elementary Education; con-tification in School Administration. Teach ing and administrative experience in public schools; knowledge in field of Elemen or senson Administration, Teach ing and administrative seperates in public schools; knowledge in field of Element pentury Education and Administration, Salary commensurate with qualifications. Send letter of application, ristumé, three refurences by July 15, 1992, to Dr. Larry Hailey, Chairman, Division of Curriculum and Instruction, P. O. Box 3112, Delta State University, Cleveland, Mississippi J8733, HOB, M/F.

Curriculum and Instruction; Mississippi State University is seeking to fill three positions. These are tenure track, 9-month positions. These are tenure track, 9-month positions. Minimum qualifications include: earned decionate in education with a coacentration in elementary education and an emphasis in reading or science and math; teaching experience in subile achoon; record that indicates leadership, research, publication, and service potentials; Panching experience in teacher education preferred. Responsibilities: Teach graduate and undergraduate elementary science or math methods classes, professional core, and reading courses; supervise practica and student teaching, advise undergraduate and student teaching, advise undergraduate and student teaching, advise undergraduate committees and provide other services to the department, college, and university; pursue an active personal development

Dunce: Assistant Professor—tenure ireck. Nise-month appointment begins August 16, 1992. Salary negotiable, MPA or Fn.D. in dance preferred. Professional dance experience necessary. Ability to leach ballet and music for dance highly desirable. Teach all levels of jazz, modern, and dance composition at the undergraduate level. Send letter of application, vita, and three letters of reference by July 6 to Edde Barnes, Search Committee Chair, The University of Alabama, Department of Theatre and Dance, Box 870219, Tuccal Cotta. Alabama 18487-0219. 205/48-5221; fax 207/48-1845. Lax 20



#### Bainbridge College **Faculty Vacancies**

Department Chairperson for Developmental Studies: 12-month fan-ure track. Recruits, orients, supervises, and evaluates faculty and staff; plans class schedules; curriculum development; plans and executes the instructional service, and research functions of the department, and performs other duties as assigned. Begins August 1 reporting to the Vice President of Academic Affairs. Must meet instructor qualifications as described below for instructor of reading or English plus the equivalent of three years' full-time teaching exper-ence in developmental education, protectably at the collegiate level. Doctorals and academic administrative experience are preferred.

and academic Administrator of Reading: These two positions are 9-month, tenure-track. Duties include teaching 15 could limits per quarter, serving on assigned committees, and advising students. Evening teaching spart of the assigned load. Requires a Moster's degree in reading. English developmental or adult education with a maintain of 18 graduale semoster hours (27 quarter hours) in the subject field, English or reading Teaching in the community college and experience with commitment to the teaching-teaching learning process in the two-year college. Begins September 1

About Balnoridge College: Located in southwest Georgia, Balnoridge College is two-year, nonresidential college situated on 173 acres of native pine and oak adjoining a take. A two-year unit of the University System of Georgia, the College serves 1,000 credit students. The college offers transfer and technique. nical career programs plus a varied program of continuing education.

To Apply: Mail a letter of application, a viin, unofficial transcripts for initial review, and names of three references complete with arthresses and phone numbers to: Developmental Studies Search Committee, clo Academic Atfair, Bainbridge College, P. O. Box 953, Bainbridge, GA 31717-0953. Two postions, English and Reading, will be filled with one selected to be department chaliperson. Applicants should specify in the cover letter their desire to be considered for both positions, instructor and chaliperson. Salaries based upon qualifications and experience. Applications Due: June 25, 1992. AA/EOE.



#### Department of French

en-month, full-time subbatical leave replacemen beginning with the spring semaster. January 1993. continuing academic year 1993-94. Area of specialization open. Must be able to leach a variety of language classes on all levels; possibility of offering advanced literature course in specialization. Ph.D. and college-level teaching experience professed. Gottysburg College is a highly selective liberal arts college located within an hour and one-liall of the Washington/Baltimure area. Equal opportunity, affirmative action omployer; women and minorities are encouraged to apply. Send letter, CV and letters of recommendation to Amie (3. Tamenbaum, Chairperson, Department of French, Gottysburg College, Gottysburg, PA 17325. Hoviow of applications will bogin August 1, 1992 with an-campus interviews in September.

#### CHADRON STATE COLLEGE Psychology/Counseling SEARCH REOPENED

Assistant/Associate Professor of Psychology/Counseling to teach graduate and undergraduate courses in Psychology and Counseling. Tenure track position effective August 21, 1902. Earned Doctorate in Psychology and/or Counseling; school counseling or college experience is desirable. Salary is competitive. Open until filled; review of position begins july 1, 1992.

Chadron State College, located in northwestern Nebrasks, is a comprehensive state institution of 3,300 students, granting graduate and under-

Send a letter of application, three current letters of reference, personal resume and transcripts to: Mr. Ron Busch, Personnel Office, Chadron State College, 1000 Main Street, Chadron, NE 88337-2890. EEO/AA Em-

program including research, service, and publication components. Applications will be accepted through August 1, 1992, or until the positions are filled. Submit letter of application, résumé, all transcripts, and three letters of recommendation to: Dr. Neil Amos, Head, Curriculum and lastruction, P. O. Box 6331, Mississippi State, Mississippi 39762. EOE/AAE.

trailion of endodentic activities within the Department of Cariology and General Detistry. The duties include the clinical and didactic portions of the predoctural, studies and continuing education programs at the School of Dentistry and antilated hostilals, inframunal practics is available. History of research productivity, extransural research funding, and scholarly activity at required. Applicants must be board eight or certified and qualified for licensure is mirrilgan. A D.D. S. Jh. M. D. degree from an accredited dental school and an endodonitic dentite speciality certificate or degree are required. The University of Historic privites women and minorities to apply. Submit curriculum vitas, a statement of the search interests and goals, and names of three references to Dr. J. Bernard Machen. Dean, 1214 School of Dentistry, University of Michigan, Ann Arbor, Michigan 4810-1078.



#### University of **ENGINEERING INSTRUCTOR** Wisconsin Oshkosh

#### **COLLEGE OF NURSING FACULTY POSITIONS**

ASSISTANT PROFESSOR—Lindergraduate Program, tenure track position for Fall 1992. Responsible for classroom and clinical instruction in integrated nursing curriculum. Minimum qualifications Master's Degree in Nursings doctorate preferred. Medical-Surgical, Critical Care or Community Health specialty preferred.

or Community reason specialty preferred.

ASSISTANT/ASSOCIATE PROFESSOR—Graduate Program, tenure track position for Fall 1992 in primary health care program with emphases of Family Nurse Practitioner, Gerontological Nurse Practitioner, Education or Administration. Minimum qualifications: Master's Degree in Nursing doctorate preferred. Teaching experience required. Rank dependent on education/experience.

dependent on education/experience.

The University of Wisconsin Oslikosh is one of four colleges comprising the University on a campus of approximately 11,000 students.

The campus is located in Oslikosh, Wisconsin, which is 80 miles north of Milwaukee, 80 miles northeast of Madison, and 175 miles north of Chicago. The area supports a quality of life environment, surrounded by lakes, seasonal activities, and cultural variety.

The College of Nursing offers undergraduate and graduate programs fully accredited by the National League for Nursing and supports expanding ducation programs.

if interested, send application and curriculum vitae to: Penny S. Cass, Dean College of Nursing University of Wisconsin Oshkosh Oshkosh, Wisconsin 54901 Phone: (414) 424-3089 (call collect)

The University of Wisconsin Oshkosh is an Equal Opportunity, Affirmative Action Employer. Minority candidates are encouraged to apply.

#### **FACULTY POSITIONS**

#### Santa Fe Community College Gainesville, Florida

The Positions: Full-time, tenure track positions are available in Accounting, Child Development, English, French, History, Mathematics, Office Systems Technology and Physics. Contract Period is 10 months. Fail term begins August 24, 1992.

The Qualifications: Must have a Master's degree with 18 hours n specific field. Community college teaching experience pre-

How to Apply: Send updated résume and application with three letters of recommendation and transcripts preferably before selection process begins July 22, 1992. Applications will be received until positions are filled.

Dr. G. Thomas Detaino Dean for Human Resources and Planning Santa Fe Community College 3000 NW 83rd Street Gainesville, FL 32604 (904) 395-5185

**Equal Opportunity Employer** 

#### FILM Assistant Professor, Tenure Track

Teach graduate and undergraduate courses in film history, the ory, criticism and practice; surtainars in areas of interest; coordinate the annual OU Film Conference; serve an graduate and other committees. Ph.D. or M.F.A. required; evidence of quality teaching experience and publications. As the major degree program of the School is the M.F.A., production experience is desired. Appointment begins September 1, 1802. Salary: \$30,000-\$32,0000 months.

Send a letter of application, curriculum vitee, sample of scholar-ship, and names of three references to:

David O. Thomas, Director School of Film Lindley Hall Ohio University Athens, Ohio 45701

Phone: (614) 593-1323 Fax: (614) 593-4229 Closing Date: June 24, 1992 or until position is filled. Onio University is an Affirmative Action, Equal Opportunity Employer. Women and minorities are encouraged to apply.

for a full-time Director of Davelopment who will be one of saveral reporting to the Associate Chancellor for Development Diputery Director of the Foundation The University Director of Davelopment is responsible for changing, and soliciting major doors on behalf of the University. This person will reside on the University. This person will reside on the University. This person will reside on the University to the Davelopment is available for the University. Candidates should have time years' fund-ralling experience working with other site. Candidates should nave time years' fund-ralling experience working with other sites a consideration or other mol-for-profit corporates of the profit of the superience of

Employer

Development: Avantant to Vice President internal arts college weeks person to provide assistance to Vice President and Esculve Directive in weas including special projects, grants writing and reporting, amount fund, and major selfs. B.A. degree, excellent writing skilly, and prove working experience are essential. Knowledge of word processive and specialized to the second a few proportion of untelligence, installine, and good however, the control of successful development learn. Please send a feller and current of unrel to Sara I. Patton. Vice President for Development. The College of Wooster, Wooster, Swoster, the deathes qualified women and minority candidates apaided women and minority candidates. Applicants belonging to these or Oreside Sara I. Patton. Vice President for the search identifies qualified women and minority candidates. Applicants belonging to these groups are encouraged to identify themselves if they wish. AA/EUR.

Development: Assistant Dean for Development, College of Law. The University of illinois at Uthans-Champaign seeks a full-lime Director of Development for the College of Law. This person will report to both the Dean of the College and to the Associate Changellor for Development/Deputy Director of the Foundation. The proposed starting date is July 1, 1992 or as soon as possible thereafter. The College of law was established in 1897 and has 7000 alumni, 615 students and 30 faculty. The Director of Development with be responsible for initialized, planning, and implementing a comprehensive development and fund-raising program fur the College of Law including identifying, cultivating, and solicities major donors; designating and implementing spectual capital campaigns for specific needs within the college, directing the annual jor Goodri, cargains for specific needs within the college; directing the annual fund program which involves build direct mail and telematicellas. The Director of Levelupment will work closely with the College's alumni lusion and publications editor. This position will require substantial travel. Candidates should have a minimum of 1.3 years' experience working with donors at a unlyeraby, health organization or other not for profit corporation and should be grounded in the fundamentals of annual funds and major gift programs. Backelor's degree required, Manter Muris Doctorate degree preferred. Salasys commensurate with qualifications. In order to ensure full consideration, please submit a letter of application admits and the letter of application and the salary of three references by June 12, 1992. Interviews sany be taken place prior to application deaddise, however, on final decision will be made until after June 19, 1992. All submissions should be sent to. W. G. Goodman, Assistant Dean for Administration, University of Binots College of Law,

Development: Associate Director of the Annual Fund, \$1, Bonaventure University. The Associate Director of the Annual Fund is responsible for the coordination of specific programs within the Annual Fund which include: reunion year giving, the class agent system, matching gifts and the Plassmann Fellows croptrain for raid-range major Annual Fund doors. Other responsibilities include pleaning and executing direct mall solicitations, communication with and alewardship of volunteers, compiling reports, participating in planning and assessment processes and assisting the Director of the processes and the processes are the processes and the processes are the processes and the processes are the processes and the processes are the processes and the processes are the processes and the processes ar sestment processes and assisting the Director of the Annual Fund when appropriate Cardidales must posses a backetor's degree and a minimum of one year's apportance in higher adocation or a related fundralising field. Excellent interpersonal, organizational and oral and written communication skills are required. Send letter of application which addresses to be required ments and responsibilities, returns and amnes of three professional references to Affirmative Action Office, St. Bonaventure University. Box CC, St. Bonaventure University is no Equal Employment Opportunity in an Equal Employment Opportunity Employer; women and minorities are escouraged to apply.

Developmental Mathematics: Nine month-tenure track, instructor/Assistant Profes-sor to teach developmental Mathematics and Resent's Test remediation. Master's degree in much or related field. Teaching

A full-time, tenure-track position beginning September, 1992 and con-tinuing with annual nine-month contracts. The position involves instruc-tion, advising students, school committees and other institutional re-sponsibilities. Master's degree and work experience in engineering or a Bachelor's degree, plus graduate coursework and engineering work experience required. Preference will be given to applicants with a Mas-lor's degree in engineering.

The salary is determined by the college salary schedule according to the applicant's education, teaching and work experience. The range is \$28,407-\$39,483 under the current contract. GRCC (for all full-time, tenure-track positions) is an agency shop.

Green River Community College is located in Avburn, WA, about 30 miles from both Seattle and Tacoma. The college is known for its commitment to students and its beautiful natural setting. Applications are due by 4:00 p.m., Monday, July 27. For the REQUIRED



Personnel Office Green River Community College 12401 SE 320th Sire

An Affirmative Action, Equal Opportunity Employer.

#### **SOCIAL WORK**

#### School Home Services Program

West Georgis College, School of Education, seeks applications for a tenure-track position in the Department of Counseling and Educational Psychology. This is an exciting new position in a new School Home Services program that provides an opportunity to work with graduate students in teaching and research on school, home, cummunity and second issues. Requirements include: Declarate in sucial work or MSW with declarate in related field; recent of teaching and research to meet requirements for appointment to the graduate family; commitment to excellence in teaching and research activity; commitment and interest in hullfiling new program; willingness to do in-state traveling required as part of the department's off-compating offerings.

The Department's off-campus offerings.

The Department's for teampus offerings.

eight departments to the School of Education, offers NGATE approved M.Ed. and Ed.S. programs and offers support services for a cooperative declarate with the University of Georgia. Located 50 miles west of Athoris, who could be a cooperative declarate with the University System, has about 7,500 student. The mine-month position legies September, 1902. Send latter of opplication, via another, it assembly the department of the others of recommendation to: Dr. Don Adams, School of later affection, Georgia 2014-0011, Review of applications will continue until position is filled.

AN EQUAL OPPORTUNITY, AFFIRMATIVE ACTION EMPLOYER

#### **CLARK ATLANTA UNIVERSITY** Department of

Criminal Justice Administration CRIMINAL JUSTICE: Two (2) tenure track Assistant Professor positions available fall semester 1992. Doctorate in Criminal Justice or related field required. ABD candidates with anticipated June 1992 graduation will be considered. One Assistant Professor to teach in the specialized area of pulicing and to provide Iraining for law enforcement agencies and security departments. One Assistant Professor to teach in the specialized area of corrections. Send résumé, three reference Jeliers and a sample research paper by July 1, 1992 to:

Dr. K. S. Murty, Chair Department of Criminal Justica Clark Atlanta University 223 James P. Brawley Drive at Fair Street, SW Atlanta, GA 30314

Clark Atlanta University is an equal opportunity employer

after July 1, 1992.

and outside of the classroom.

APPLY TO: Dr. Andrew J. Dane, Head

Angelo State University

AN EQUAL OPPORTUNITY EMPLOYER

Department of Accounting, Economics, and Finance

A MEMBER OF THE TEXAS

#### STATE UNIVERSITY SYSTEM

#### THEATRE/SPEECH COMMUNICATIONS

Tenure-track position in Theatre/Speech Communications. MfA or Ph.D. In Theatre or Speech/Communications required. Responsibilities include teaching a variety of theatre and introductory speech/oral communications classes and participating in curricular review and planning for the enhancement of the speech communications courses for general education and the interdisciplinary studies program. Ability to direct one stage production a year and assist with technical theatre responsibilities. Salary and rank commensurate with degree and experience. Screening begins 6/22/92. Available 8/1/92. Send letter stating career goals and interest in the position, résumé, transcripts, and the names of three references to: Dr. Martha Anne Dow, VTAA, Northern Montana College, Havre, MT 59501.

oct Office, Middle Georgia Codege, Coch-ran, Georgia 31014-1999. Middle Georgia College is a residential two-year unit of the University System of Georgia, it is located in Cochran, Georgia, forty miles south of Macon, Georgia, it is coeducational with an enrollment of approximately 1700 atu-dents. AA/EOE.

Early Childhood Education; K-3. Responsibilities: Teaching Supervision, Research, and Service. Requirements: Doctorate in Early Childhood Education or closely related area preferred. Ability to teach early childhood education controls that build upon child development principles required. Ability to teach preschool through principle level curricultum/methods courses required. Ability to supervise student teachers at one or more levels (preschool, K-3) required. Experience supervising preschool, K-3 student teachers in early childhood education programs preferred. Three years' teaching experience at one or more



#### Anticipated vacancies\* - Summer/Fall 1992

Ussau Community College is a musti-curiural Long Island two-year College with an enrol \* 23,000 students if aculty members with a commitment to deversity and pluratismers s yearney (Annual 1922

#### engineering/physics/technology department structor (Search Extended)

The Engineeting-Physics-Technology Department sects: a full time lenure track instructor for its ABET accredited Card Engineering Technology Program. The program provides a construction emphasis with courses such as surveying, structural design, estimating, undeposituation methods. Qualified four Applicants must have a minimum of three years; elevant experience is e. Call Engineeting Technology Construction Emphasis, with a Master's Digness in an ideal subject field of a Bachelor's Degree with a valid NYS professional locance. Prior codings teaching superience deal rable (Reply Baz III)

#### ADJUNCT INSTRUCTOR • 2nd Summer Session The Department sesses qualified candidates for adjunct leaching in the area of Physics (day of avening). Qualifications. Master's Degree in Physics or related field. Prior college teaching superience desirable. (Rayly Box FE)

#### ALLIED HEALTH SCIENCES

Full-Time Technical Assistant (Search Extended)

Full-Time Technical Assistant position in Surgical Technology. Qualifications Graduate of an secretized (AMACARLAyaporwed) 2 year technology to program, current certification by the AST Laison Council on Certification, System fulfilms experience in temptal based surgical technology. The application deading for this position is June 30, 1992 or until the position is blade. (Raphy Box FF)

#### THEATRE/DANCE DEPARTMENT . Adjunct Instructor Adjunct Instructor needed to leach Biogescribt, 13 contact hour), introductory well fechnical Thealise Secture class for majors and general theat arts students. Class overview will include Management, Design, Scenery construction, Tools, Costemas, Etc. Classes on Monday and Wadnesday afternoon, 1 00p m Grailfications: An MFA in Technical Production with leaching expensives is preferred Candidates must possess an MA in Theatre, with experience in Production. (Reply Box 06)

ADJUNCT TECHNICAL ASSISTANT . Plano Accompanist

#### DEPARTMENT OF FOREIGN LANGUAGE . Instructor

DEPARTMENT OF FOREIGN LANGUAGE • Instructor
Tanure track possion beginning sair 1992. Mister m Gealilleabers: Master is of Arts Degree
in Language and/or Literature, blus 30 creds in the disciplina, or current annotinent in a Ph D.
geogram. Ph D. pretened Problemey in all less one other language. College tree! teaching
demonstrated hative or new-naive shirty required. Publication record desimble. Appointed
should be able to teach all levels of Spanish Language and Literature (Reply Eas).
Salaries: (effective 9790)\*

Adjunct Technical Assists wits \$15. \$4 from Fit Technical Assistams: \$33,714

Isalancters: \$34,183 Adjunct instructors: \$375.44 (Destact Hear

"At post form subject to budget approved" + Republied Easisy Aurusases scheduled to late effect 9.72

Sand specific source failer, INDIGATE REFLY BOX CODE, resume, numes, addresses and telephore numbers of three references postmented by Jese 34, 1912 for

Mr. Harold Bellinger, Affirmative Action Office



#### University of Kentucky

The Department of Surgery, University of Kentucky College of Medicine, has faculty positions open in the following divisions:

Cardiovascular and Thoranic Surgery
Pediatric Surgery
Urology
Orthoposdic Burgery
General Surgery
Neurosurgery
Otolarynasiony

Candidates should have a strong clinical and research background and must be board certified (or eligible). The University of Kentucky is an equal apportunity employer. Minorities and women are encouraged to apply. Send curriculum vitae to:

Byron Young, M.D.
Johnston-Wright Chair of Surgery
Deportment of Surgery
University of Kentucky College of Medicine
800 Rose Street
Lexington, KY 40538

#### FULL-TIME, TENURE-TRACK INSTRUCTOR POSITIONS

Black Hawk Community College Moline, 1L

SPEECH INSTRUCTOR: instruct classes in Fundamentals of Speech and 2 or more of the following thesites, broadcasting public relations, interpersonal communications, inter-cultural communications or budness & professional communications. Master's degree in Speech Communications required.

MUSIC INSTRUCTOR: Instruct classes in Music Fundamentals, Theory, Literature, and Music Appreciation. Computer applications for music and directing ensemble groups may be required with proficiency in keyboard and 1 other performance area desired. M.A., M.S., or M.M. In Music required.

Note: College lovel seaching experience preferred. Postdone require oral English proficten-cy for classroom instruction. Screening begins 7/10/92 Sulbruit letter of intent and resumd to Human Resources, 56:00 34th Avenue, Molline, IL 61265. Screening begins 7/10/92. We are an equal opportunity employer, MFP/M.

Farly Childhood Education: Mon-tenure track Instructori Assistant Professor beginning Sopiember 1992. Primary responsibilities include supervision of undergrandate for the such as the contract of the such as the contract of the such as the contract of th

#### STUDIO ART/CRAFTS INSTRUCTOR

#### **Auburn Hills Campus**

Oakland Community College is currently accepting applications for a full-time, ten-month faculty position beginning September 1, 1992. The College, a public multi-campus institution serving 29,000 students, is located in sub-urban Detroit, Michigan.

Qualifications: Master's (or higher) degree in Fine Arts and two years of recent work experience in the area. The following may be substituted for the

- 1. A Bachelor's degree in the discipline and five years of recent work
- experience in the area;

  2. An Associate degree in the discipline and eight years of recent work.
- experience in the area; or 3. Eleven years of recent work experience in the area. Preference will be given applicants with background and experience in ceramics and jewelry with possible expertise in stained glass, woodworking, arts and crafts, and design.

Salary: Between \$28,915-\$34,204 annually. Excellent benefits. Applicants must complete an application form and provide a current résumé, copies of transcripts for all degrees earned (photo copies acceptable), minimum of 20 slides of current work, and salary history.

Deadline to apply: Applications will be mailed through 5:00 p.m. on Tuesday, June 30, 1992. To receive an application form, please call the Human Resources Department at (313) 540-1579. Refer to position no. 92-18-c.

As an Attirmative Action, Equal Opportunity Employer Oakland Community College is seeking candidates who will augment the diversity of its faculty, staff and administration.



#### **BATES COLLEGE** REPLACEMENT POSITION

Bates College announces a one-year replacement position in social anthropology to begin in September of 1992. Appointment will be made as Assistant Professor, candidates with teaching experience are preferred. The appointed person will teach the History of Anthropological Theory course required of senior majors, and other courses to be negotiated with the Department. Although the Department has an interest in filling this position with a candidate who has an interest in native North or South America, and/or visual anthropology, we will consider a variety of areas. The position will remain open until filled. Interested candidates should send a letter of application, a curriculum vitae, and three letters of recommendation to Professor Steven Kemper, Department of Sociology and Anthropology, Box 401B, Bates College, Lewiston, Maine 04240. Bates College is an Equal Opportunity, Affirmative Action Employer.

#### NURSING FACULTY

NLN accredited baccalaureate program with 350 students seeks applicants for a full-time and a part-time faculty position in adult medical-surgical nursing beginning fall, 1992. This dynamic intercollegiate program with Carroll College has a reputation for innovative governance and excellence in teaching. Master's degree in nursing required, carned doctorate and previous teaching experience in a baccalaureate program with evidence of scholarly activity including research preferred. Competitive salary and benefits commensurate with experience and academic qualifications. Send letter of application and curriculum vitae to: Dr. Marian Snyder, Dean

COLUMBIA COLLEGE OF NURSING 2121 E. Newport Avenue Milwaukee, WI 53211 414-961-3890

Columbia is an equal opportunity employer males and minorities encouraged to apply.

largely sgricultural. The Center for Economic and Community Development draws on the expertise of the faculty to meet the economic development needs of the community. Each applicant should submit a letter of sprileanen, curriculum vitae, and names and phose numbers of three references to: Human Resources and Affirmative Action Office, USC Costal Carolina College, O. Box. 1932 Convey, Conthe will begin immediately and will continue until the position is filled. USC Coastal Carolina College is an EOE/AA employer.

Economica/Business: Tenure track position at squall state university effective September 1, 1992. Required: Ph.D. in economics. Desirable: maintum of three years' teaching experience and minor field in management, marketing or finance. Livingson University is located in beautiful West-Caural Alabams within 45-60 minutes of two metropolitan shopping areas. Nearby lakes and rivers afford quatamolita recre-

Equal Opportunity Employer.

Education: Teopre-track assistant professor in Curriculum and instruction. Primary responsibilities: middle/secondary general methods, ambervising flast experiences, advising underproduste and graduate studies or mathematics methods, graduates. Earned doctorate, college leaching, student leaching supervision preferred, Minimum three years' successful middle and/or secondary teaching required. Segin August 31, 1992.

Salary: \$32,000. Send current vita, three reforence letters, official transcripts to lane Greenewald, Chair, Department of Curricultum and Instruction, University of Wisconsin-La Crusse, La Crosse, Wisconsin-S4601. Materials caust be received by July 8. Alphabetical list of bombiese and applicants, without differentiation, may be re-

leased after deadline. Women, minoring encouraged to sperly, AA/EOE.

encouraged to apply, AA/EOE.

Educations Maya Hill College, a church-related (Bapriat) institution in the But Ridge Mountains of Western North Carolina, announces a faculty position in the Division of Education. Qualifications: Earned doctorate; current Carriculum Specialist teacher certification; elementary andro ascondary teaching experience; evidence of superior teaching aboilty and knowledge of effective teaching practices; preference given to candidates with strengths in elementary methods; williamses to teach a variety of undergraduate courset in the field of education and supervise student teachers. Dutles: supervise elementary, special subject area, and secondary sudent elementary, teach a variety of undergraduate education courses; establish collegals and collaborative professional relationships with public echool personnel; serve on division and collega committees; conduct worsknops for teachors; engage in continuous professional in continuous professional collages and collages and collages and collages and collages are continuous professional collages in continuous professional collages and collages and collages and collages and collages are continuous professional collages and collages and collages are continuous professional collages and collages and collages are continuous professional collages and collages and collages are continuous collages. lakes and rivers afford entatassidas racraational orportunities. Minority applicational orportunities, Minority applicational orportunities, Minority applicational orportunities. Minority applicational orportunities. Minority applicational orportunities. Minority applicational orportunities. Sead elucit, vita, sili
collaga transcriptia, and at least three leiters
of recommendation by July 8 to Dean Olen
Bridges, Livingston, Alabama 33460. No incomplete application, Alabama 33460. No incomplete application, will be considered.
Educational Teaure-track assistant profesaor in Curriculum and Instruction. Primary
responsibilities: middle/secondary zeneral

storia and college committees; conduct
wortalnops for teachors; engage in continavailable. August 1, 1992. Initial screening
of applicants will begin on June 18, 1992.

and will continue until the position is filled.
Salary and rank commensurate with qualiteasions. Send applications, vita, official
reases. Send applications of applications, vita, offic

Education: Two positions. (1) Assistant Professor, Department of Teacher Education, nine-month, teamer-track position. Responsibilities: Teaching undergraduate and graduate courses with emphasis on special education stressing mental retardation, behavior disorders, or learning disabilities. A beckground and capability of teaching human growth and development and educational psychology desirable. Other duties will include supervision of field experiences and advising, Qualifications: Earned doctorate in Special Education or related field and there years public school teaching apprience required, Salary conteaching apprience required, Salary conteaching apprience required, Salary conteaching apprience required, Salary con-

measurate with qualifications. Application shear 1993 the 30. Starting date, Septemland 1993 the additional measurement beginning to invites applications for a neoure-track for this position in education beginning to gast, 1992. Earned doctorate preferred master's degree required. Candidate should have a strong background in matter matics and science, successful secondary teaching experience; field service work with elementary/secondary student teaching experiences; successful secondary teaching demonstrated ability as a reflective docision maker; and a coliborative, professional work stute. Application, a purfective professional work stute. Application, a curricular to the control of the control of

#### **MORRIS BROWN COLLEGE**

Morris Brown College is a private, four-year liberal arts, coeducational institution, founded in 1881 by the African Methorlist Episcopal Church The College has approximately 2,000 students and over 300 faculty and milt is a part of the Atlanta University Center Camplex and located a few blocks from downtown Atlanta.

**Faculty Vacancies** 

The positions will be available August 1992. Applicants for consideration must be citizens of the United States or authorized residents. The closing date to receive applications is July 15, 1992.

1. Assistant or Associate Professor Criminal Justice (Respense) DUTIES: Teach courses in Criminal Justice metading system of correctional institutions, comparative criminal justice with cutphasts on the third world and criminal justice theory. The teaching load is 12 hours per semester. QUALIFICATIONS: Ph.D. in Criminal Justice or related field, ABD considered. Strong interest in research, skills in proposal writing, leaching and field experience required. Excellent communication and interpersonal skills needed. The successful candidate must have demonstrated skills and effectiveness in working with a culturally diverse population of students.

2. Assistant/Associate Professor Chemistry (Respense) DUTIES: Teach undergraduate general/nurrganic chemistry; conducts re-search of interest and performs other related duties.

QUALIFICATIONS: Doctoral degree in Chemistry required. Teaching experience desired; salary negotiable.

Application Procedure
Send letter of application, résumé, transcript and three current letters of recommendation by closing date to:

Director of Human Resources Morris Brown College 643 Martin Luther King, Jr. Drive, N.W. Atlanta, Georgia 30314-4140

#### QUINSIGAMOND **COMMUNITY COLLEGE**

#### **Full Time Faculty**

Positions to begin on September 1, 1992 are annicipated in the State Inniget. Candidate are sought in the following disciplines:

History Criminal Justice Nursing English Sociology Alanagement/Marketing MINIMUM QUALIFICATIONS: Maxier's degree in the designment a charity related field. Demonstrated ability to work well with and semining in winlely the rise multiculus at student population is required for all positions. Nursing contributes are respired to have a Maxier's degree in Nursing with intellead/surging at transmit questality. 2 years of recent clinical experience and a Massachusetts R.N. licrosse.

PREFERED QUALIFICATIONS: Minimum of 2 years' to a bing experience -protectible in a community cullege—is preferred for all positions.

SALARY, \$22,000-\$40,000 commenturate with experience work full benefits. There positions are MCCC/MTA unit pushtions. Positions will be allegt contingent on State funding.

To apply, send letter of application and resume promutely for later than fully 4. 1992 to

PERSONNEL DEFICE
QUINSIGAMOND COMMONTY CERTEGA
670 WEST BOYLSTON STREET • WORCESTER, MAINIME

We are an ID PAA ringliner.

Minorties, women and other podes set class members are not nurseed to apply

#### **Assistant or Associate Professor** Forest Ecology

#### Department of Forest Resources, Clemson University Clemson, South Carolina

Clemson University seeks applicants for a territor trait far riby position in lotest ecology. This is a 12-month teaching and research apprintment.

Responsibilities: 1) Teach one or two undergradinate courses, rate in furest ecology; 2) teach an additional graduate-level course in landscape ecosystem classification. At develop and conduct a research program in community-landscape ecology, uncloding the publication of research results; 4) seek and secure research funding. 51 develop a graduality program in area of expertise; and 6) participate in the research, advising, continuing education, and service programs of the Department.

Qualifications: Ph.D. with at least one degree in forestry, pic ferably the baccataments expertise in landscape ecology, soil and plant Tavonomy, occupation processes, and competed east a member of teological Forest Management ream is essential. A desire and ability to work effectively with graduate and undergraduate students is strongly preferred Applications. Submit a resumé, academic transcripts, and a fetter of application. Application.

ability to work executively with graduate and undergraduate students is strongly present Application: Submit a resumé, academic transcripts, and a fetter of application. Applican should arrango for three letters of reference to be excerved by closing date. Closing date is September 15, 1992, or until a suitable candidate is found. January 1, 1993 is a desirable starting date. Applications should be mailed to: Dr. David H. Van Lear, Search Commit-tee Chair, Department of Forest Resources, Clematon University, Climaton, SC 29634-1903; 803-656-4827. Clemson University is an abternative action, equal employment

dendline, June 30, Starting date, September, 1992, LA Saistant Professor, Department of Teacher Education, inde-month, lenure-irack position. Responsibilities: Teaching undergrandoste and graduate courses with emphasis on middle grades and secondary grades. Other duties will include supervision of field experiences and advisins. Qualifications: Earned doctorate in an appropriate field and a minimum of three years' public school teaching experience in middle grades or high achool. Salary commensurate with qualifications. Application deadline June 30. Starting date, September, 1992. Send letters of recommendation to Dr. Paulette Harris, Chair: Department of Teacher Education; Augusta College; 2500 Walton Way; Augusta, Georgia 19910. Augusta College is a Senior College in the University System of Georgia. It is located in Augusta, known as the sarden city, the second largest metropolitian area in Georgia, Minorities are encouraged to apply. Augusta College is an Affirmative Action, Equal Opportunity Employer.

Education: Elementary and Professional Education: Dectorate with elementary teaching experience, reading and language arts emphasis required. Other specialization areas, especially special education, plus. Responsibilities include teaching and dergraduate and graduate courses, advising students, serving on appropriate committees and contributing to program deviceyment. Send letter of application, resums, transcripts and at least three fotters of pri-

#### FORT VALLEY STATE COLLEGE

School of Arts and Sciences An 1890 Land-Grant Institution located in Middle Georgia with a student

DEPARTMENT OF MATHEMATICS AND PHYSICS: Department Head: Rank of Assistant/Associate Professor: Ph.D. in Mathematics. Excellent tearling, advising, communication and interper-sonal skills required. Some administrative experience deared.

Instructor/Assistant Professor of Mathematics and/or Physics: Ph D. in Mathematics, Physics or related field, full time college teaching experience, excellent communication and interpersonal skills, and a strong communication to reaching excellence. DEPARTMENT OF BUSINESS ADMINISTRATION AND ECO-

Assistant/Associate Professor of Marketing: Pir D in Marketing or re-lated field; full time college reaching experience and a strong communen to reaching excellence, excellent communication and impreprioual skills. Salary: Commensurate with qualifications and experience.
Application Deadline: June Ju, 1942.
Position Available: September 1, 1942.

Send letter of application, resume and the names, addresses, and telephone numbers of three references to Dr. Samuel D. Julley, Jr., Dear of Arts and Sciences, 1005 State College Drive, Fort Valley State College, Fort Valley, GA 31030-9832.

Current Federal law requires identification and eligibility verification prior to employment. Only U.S. current and aheus authorized to work in the United States may be employed.

An Equal Opportunity, Affirmative Action Employer

# STLAWRENCE UNIVERSITY

#### **Chemistry Department**

Applications are invited for a term approximent beginning September, 1992 to teach half-time in the University's First Year Program and half-time in the Department of Chemistry. The First Year Program is an interdisciplinary, learn-taught, rore course which emphastics the development of writing skills and critical thluking. All fields of specialization in chemistry will be considered, but preference will be given in environmental chemistry. Strong teaching skills are desired. The initial appointment will be for the 1992-93 academic year with the prossibility of renewal for two additional years. Candidate should submit a resume and three letters of reference. Candidate reviews will begin July 1, 1992. Contact:

Samual S Stradling Department of Chemstry St. Lawrence University Canton, NY 13617

St. Lawrence University is committed to fishering multicultural diversity in its faculty, staff, student leady and programs of instruction. As an Equal Cypertunity. Affirmative Action employer, we specifically encourage applications from women, minorities, and persons with disabilities.

#### Assistant or Associate Professor Forest Management/Economics

#### Department of Forest Resources, Clemson University Clemson, South Carolina

stily seeks applorants for a tringte track facility product or loved trialings onnes. This is a 12 month pearling and a search appointment ment and economics. This fear 12 month hearting and is rearch approximated. Responsibilities 1) beach on undergradingly entire is noticen that each an additional undergradingly control in the problem cooper indicates income and one principle cooper in the experiment of another continuous or area of responsive, the being public atom of research trends, 4) seek and technique in applicant's area of experime, including public atom of research freship, 4) seek and technique energy distances and error is program of the forest particular distances of the measure, and to post upste in the measure, but a total continuity of the forest management, or animous, but earths, participally the base abandance tables required one maintenance of the programming and to statum. The base open the evolutions working relationships with caparitations conceived with forest repetations and havesting at the state, regional, and national first in executal. The desire and ability to work effectively with undergraduate and graduate truck into a state covering. Applications Submit a resumb, a calcium transcripts, and a letter of application. Application

Applications Submit a résumé, academic transcripts, and a letter of applications Submit a résumé, academic transcripts, and a letter of application should attange for three letters of reference to be recenced by clusting date. Changed the in September 15, 1992, or until a suitable candidate is found, january 1, 1993 is a stearable sating date. Applications should be mailed for Dr. Thomas 1, 5raka, Search Committee Chair, Department of forest Resources, Chemison Chinecosti, Llemon, 57, 29014-11413, 603-656-6827. Clemon University is an affirmative action, equal employment appoint nity employer.

Open until filled.

Education: Assistant Professor, Graduate School of Education. The College of Education and College of Education and Human Sarvices at Regent University invites applications at the assistant professor graduate level effective Fall Quarter 1972 within the School of Education. Applicants should porsess an earned doctorate in education, preferably in education sychology, cturiculum development, and/or teacher education. Three to five years of k-12 feaching experience preferred, Faculty positions involve teaching in the administrator and teacher training program, coordinating services and prunancian and artistic children, workings with the manual in our outreach program to disadvantage in our outreach program to disadvantage in equal opportunity employers with an equal opportunity employer with an expectation perspective and a sate/game of with the Christian Bradecasion is actively involved in making its education as attended of Christian faith, to J. P. Welliam F. Cox, 31., 10 Christian faith, to J. P. Welliam F. Cox, 31., 10 Christian faith, to J. P. Welliam F. Cox, 31., 10 Christian faith, to J. P. Welliam F. Cox, 31., 10 Christian faith, to J. P. Welliam F. Cox, 31., 10 Christian faith, to J. P. Welliam F. Cox, 31., 10 Christian faith, to J. P. Welliam F. Cox, 31., 10 Christian faith, to J. P. Welliam F. Cox, 31., 10 Christian faith, to J. P. Welliam F. Cox, 31., 10 Christian faith, to J. P. Welliam F. Cox, 31., 10 Christian faith, to J. P. Welliam F. Cox, 31., 10 Christian faith, to J. P. Welliam F. Cox, 31., 10 Christian faith, to J. P. Welliam F. Cox, 31., 10 Christian faith, to J. P. Welliam F. Cox, 31., 10 Christian faith, to J. P. Welliam F. Cox, 31., 10 Christian faith, to J. P. Welliam F. Cox, 31., 10 Christian faith, to J. P. Welliam F. Cox, 3

crence to: Dr. Joseph E. Farly, Vice President for Academic Affairs, Cumberland Colless, Williamsburg, Kenincky 40769.

Colless, Williamsburg, Kenincky 40769.

Education: Assistant Professor, Graduate School of Education: The College of Faluation and Human Services an Regent University layties applications at the avaisant professor, standard and suddent reaching in the graduate education professor applications at the avaisant with the college of the co

ferroit specific provisions involve teaching in the administration movement of the administrator and teacher training manner in our outreach program to disadisary the administration and teacher training manner in our outreach program to disadisary to the disadisary to the administration and the condition materials. Regent University is a sense leaf poportunity employer with an with the Christian Brondcastian Network. The School of Education is actively noticed in anxieng it educational returned in anxieng the decarational activates clinical three references and a statement of Data, College of Education and Huspan Ideas (Plenst send Ferroits). Regent University. Virgina 1962, 1962, 1973, 1987 much (2) Associate Professor in the Department of Education is exceeded to the professor in the Department of Education in the Department of Education is professor in the Department of Education in the Department of Education is professor in the Department of Education in the Department of



#### College of Education

#### Department of Curriculum and Instruction

Jant/Associate Professor, Elementary Education (Science emphasis). Tenure track. Position open until filled. Screening of applicants begins June 22, 1992. Send inquiries to Dr. Poggy Ishler, Head, Department of Curriculum and Instruction, Schindler Education 618, University of Northern Iowa, Cedar Falls, IA 50614-0606; (319) 273-2167.

Professor of Early Childhood or Elementary Education (Graduate Studies emphasis). Tenure track. Position open until filled. Screening of applicants begins June 22, 1992. Send inquiries to Dr. Peggy Ishler, Head, Dupartment of Curriculum and Instruction, Schindler Education Conter 618, University of Northern Iowa, Cedar Falls, IA 50614-0606, (319) 273-2167.

The dupartment encourages applications from minority persons, women, disabled persons and Vielnam era volerans.

UNI is an Equal Opportunity Educator and Employer with a comprehensive plan for Affirmative Action.

#### Search Re-opened

#### DIVISION CHAIRPERSON - HEALTH CAREERS

MIDDLESEX COMMUNITY COLLEGE Is a public college with campuses in Bedford. Buffingion and Lowell serving the northwest suburban region outside Boston. The College serves the largest population area of the state with nearly one-quarter of the state a population within a lifteen-mile radius.

The successful condidate will assume administrative and academic responsibility for the College's health programs including Denial Assisting, Hontol Hygiene, Denial I aboratory Technology, Diagnosic Medical Sonography, Medical Assisting, Medical Informative Technology, Norsing, Radialogic Technology, Occupational Therapy Assistant and related gram funded programs.

Qualifications must include a Master's degree in health-related field and 6.8 years' ordings level teaching amilior admirrstrative experience in health careers, preferably at a community college. Ability to interact successfully with students, faculty, stuff and the general public throughout the college community is essential. Strong and and around skills tourised. Salary range \$46,000 \$51,000 for a 12-month year. Send letter, restone and supporting materials demonstrating experience in listed areas to.

Tr. Carl Schalling Dean of the College MIDDL:I:SEX COMMUNITY CTALLETT: Springs Road - Itelford, MA 01730

Application deadline 7/1/42 AFFIRMATIVE ACTION, EQUAL OPPORTUNITY EMPLOYER

# SOUTH FLORIDA COMMUNITY COLLEGE

HEAD COACH, MEN'S BASKETBALL—Esperienced Couch needed in provide leadership for sprably two-year vollege men's basketball program. At least jour years of successful men's basketball creaching esperience is reinity for the secondary expedience preferred as well as a proven neural of shulent athlete development. The coach will also teach post-secondary conserver or commercialities studied a quempriate academic training fluctuations degree minimum) is required in accordance with SACC standards. Salary is competitive. Applications must be received by 5:00 p.m., July 7, 1792. Confact Personnel (0) 1) 453-6661, ext. 132 for application information.

An equal are ess, equal apportunity institution

10, 1992 or hand deliver no litter than 5 yr ni, that date to. Personnel Office, P. (2. Box 12788, Austin, Texas 78711, For informa-tion, 1512) 483-6190. An Equal Opportunity Emplayer, Altauriles are Encouraged to Aprily

Educational Psychology/Development: The Department of Educational Foundations on the University of Wisconsin-Whitewater is recruiting a full-time Assistant or Associate Professor for a tenure-track position beginning August 23, 1992, to teach graduate nution undergraduate courses in Educational Psychology. Child Development, andur Adolescem Development, andur Adolescem Development which are taught in conjunction with a multicultural fieldwork experience. Qualifications: An extend doctorate or an AID in Educational Psychology or Human Development. Public school teaching experience in multi-Strundations of Middle School preparation acceptable. Dictorate required, public school experience designable. Responsibilities include teaching undergraduate courses in education, supervision of student teaching undergraduate courses in education, supervision of student teaching in the graduate education program occessary. Send letter of application, the three feelers occurrent to the graduate education program occessary. Send letter of application, the three feelers occurrent to the graduate education program occessary. Send letter of application, the three feelers occurrent to the graduate transcripts to Dr. James Ruffling, Chair, Department of Education, the time and production and all undergraduate and graduate transcripts to Dr. James Ruffling, Chair, Department of Education Feeling, Household, Chair, Department of Educational Fruindianons, University of Wisconsin System (and the feeling of the feeling

lectrical Engineering: BellSouth Eminent Scholar's Chair in Flectrical Engineering. The University of Florida Ingineering at the University of Florida invites nominations and applications for an endowed chaired professoship in the general field of talcommunications. The Department of Electrical Engineering is the largest department in the University of Florida with 518 understandards and 575 graduats students. The department is ranked 21st of more than 250 Electrical Engineering understandards geograms. The Electrical Engineering Learning faculty is comprised of fourteen Elezif fellows, two members of the National Academy of Engineering, one of whom holds an endowed chair in Microelectronics. The College of Engineering is ranked 17th pationally based on its funded research programs, for the BellSouth Chair, we seek a re-

searcher and teucher of great distinction, whose work has been internative ally neclaimed. Proceeds from an endowment and additional resources will provide an entironment commensurate with this excelence of the person sought. Normanisms and applications should be sent to Professor Donald O. Childers, Chalman, flell-South Chair Search Committee, Department of Electrical Engineering, 405 CSE, University of Florida, Galinesville, Florida 12611-2024; telephone 940-192-2613. The University of Florida is August 1, 1992. The University of Florida is an Affirmative Action Employer and women and muonitles are encouraged to apply. According to Florida law, applications are open to the public upon request.

Electronics/Physics Illinois Eastern Com-gunity Colleges is accepting applications for a full-time Electronics/Physics instruc-tor. The position is a temporary two-year appointment. Bachelor's degree required; Matter's preferred. Applicants should pos-sest appropriate education and experience to teach Electronics to Spanish-speaking students in Associate Degree Electronics Program, Preference given to applicants quattfied to teach freshman level Physics also. Spanish-speaking ability detruble but qualified to teach freshman level Physics also. Spanish speaking ability desirable but not required. Hilmois Eastern Colleges is a multi-campus district with four colleges and an administrative office located in rural southeastern Illinois. Send a letter of application, reaums, and hirse reference laters to Personnel Office, Illinois Eastern Community Colleges, 233 East Chestout Street, Oloey, Illinois 62450. Application deadline is July 13, 1992; applications received after that date may not receive consideration.

Elementary Education Ph.D. in Elementary Education. Teach methods courses and oversee learning disabilities program. Two years' public school esperience required. Send resume, transcripts and three letters of recommendation to: Dr. Dus Champdon, Academic Desp. Limettone College, Calliney, South Carolina 29340. EGE.

Elementary Education: Sheribert College (re-anouncement. The Division of Edu-cation of Shephert College invites applica-tions and nominations for a factity position in elementary education. Candidates may have commetence in any readilized or inno-



Crillege of Business and Management at the University of Maryland, College Park, seeks faculty for tenure-track positions in Accounting, Finance, Information Systems, Management Science/Statistics, Marketing, Management and Organization, Management Science/Statistics, Marketing, Management and Organization, Management of Transportation and Business Law Public Policy, Accepting Since the early forlies, the College has a faculty of 105 FTE and programs at the undergraduate, master's, and Ph.O. levels. Salarles are competitive.

The Cullege is part of a major research-oriented university man metropolitan Washington, D.C. This area has a concentration of public and private sector organizations affording rich research opportunities and the area is ranked as one of the nation's most attractive in which to live.

The faculty positions available are for Assistant, Associate, or Full Professor. Not all positions are currently available in all groups. Schularly research is heavily emphasized. Candidates should have a strong record for patential, if Assistant) in research and leaching. Ph.D. (or D.B.A.) is required, For complete consideration, applicants should send vita by December 1, 1992 (Marketing candidates should send vita by November 1, 1992) to the appropriate chairperson at the College of Business and Management, University of Maryland, College Park, MD 20742:

- Dr. Stephen Leeb (Accounting)
  Dr. Richard Kolodry (Finance)
  Dr. Alan R. Hevner (Information Systems)
  Dr. Bruce Golden (Management Science/Statistics)
  Dr. Richard Durand (Marketing)
  Dr. Eilwin Locke (Management and Organization)
  Dr. Thomas Corsi (Transportation and Business Law/Public Policy) The University of Maryland is an equal opportunity, affirmative action employer.

  Women and minorities are encouraged to apply.



#### CHAIRPERSON—ACCOUNTING

Danmon Gullego, Wastern New York's most dynamic young college, is about to embark upon a mission to develop a premier Accounting Pro-

This financially secure, academically progressive, career-oriented liberal arts college has committed itself to do wholever it takes to build a powerhouse Associating Program. It will take time, resources and commitment, but first it will meet leadership.

We are looking for a circiperson to lead this venture. Ph.D. in Accounting is required, everything else is negatiable. This is the exportantly for an emergetic halder to step up and create. Serious applicants should send carriedom vitar to Ir. Charles J. Ready, V.F. for Academic Affair and Destrof the College, Daemen Callege, 4389 Main Street, Amburst, NY 14229. The deadline for applications is August 1, 1902 or until position is filled. ECVAAK



#### **EDUCATION FACULTY**

Sterling College announces a Secondary Education opening for Fall 1992 and an Elementary Education opening for Fall 1993. Ed.D. or Ph.D. required. Candidates should possess a strong and articulate Christian faith, an interdisciplinary approach, and excellent teaching skills.

Sterling College's mission is to develop creative and thoughtful leaders who understand a maturing Christian faith. Send inquiries, resumé, transcripts, and references to:

> Dr. Roger Parrott, President Sterling College Sterling, KS 67579

vative curriculum area relevant to elementary education, and nominations and applications from cultural minorities are strongive occuraged. Assistant Professor of Education: Earned doctorate in elementary education for a related field required along with teaching experience in an elementary school. Preference will be given to candidate with recent degrees or other evidence of current knowledge of the field. The College is located at the northern end of the Sheandoah Valley in the oldest town in West Virginia. Established in the 18th century and on the westert bank of the l'ototure. Burdowment effective September 1, 1972. Application deadline: July 13, 1992 or until filled. September 1 et sume, official transcripts from all colleges or universities attended, and names of their effectores with correct addresses and telephone numbers to Dr. A. Wayne Glowka, Chair, Search Compilter, Departing of English and Speech, Georgia College, Milledgeville, Georgia 1964; Georgia College, is an fiqual Opportunity, Affirmative Action Employ-

Secandosh valley in the lith century and on the westert bank of the Potomac River, Shepherdstown is near renowned historical sites such as Harners Ferry and Sharphurg. Because it is also within 63 miles of Washington, DC, h is incorporating this "sateway" posterior in programs to that diverse experiences can enrich campus experiences. The College was established in 1871 and is organized into three schools with approximately 19,000 students. The Division of Education is in the School of Professional Studies and enriculates approximately 45 elementary education majors each year. Applications and annihations should be submitted to Dr. Betty Myers, Division of Education. Shepherd College, Shepherdstown, West Virginks 23441-1890. Names of three references with information about how to contact them, an unofficial transcript, and a curriculum vitae are also needed. The starting dates is August 1992. Review of applications will coolinate until the position is filled. The College is an equal opportunity employee.

English: Tenure-track, assistant or stroctal professor level, to teach various of the recursure and advanced writing courses, such as professor level, to teach various of the angular professor level, to teach various of the recursure and advanced writing courses, such as professor level, to teach various or data professor level, to teach various and avanced writing course, such as professor level, to teach various and avanced writing course, such as professor level, to teach various and avanced writing course, such as professor level, to teach various and a

ErgEsh One-year temporary instructor/Ausistant Professor for 1992-93 in World 14terature. Nor-Western Literature, and Composition. Ph.D. preferred, master's recontred; college composition and literature trachias experience requised; salary competitive. Send application letter, vita, double and transcripts to Frank Peters, Chair, Search Committee, English Department, Bicomsburg, University. Bicomsburg, Pennsylvania 17313. Posternet to ister than June 30. Persons of color and women are strongly encouraged to apply. Add EOE.

**EDISON** 

COMMUNITY COLLEGE

Professors and

**Student Services Personnel** 

A new campus has recently opened in Naples, FL and enrollment is exploding. Educators committed to excellence are needed in the follow-

Ing areas:
Ten-month teaching faculty. Master's degree in subject area OR master's degree and 18 graduate semester hours in subject area required. Community college teaching experience preferred. Minimum salary \$25,497; may vary with degree(s) and experience. Positions begin August 20, 1992.

• Learning Assistance—Master's in mathematics, mathematics education, English or reading with successful developmental education experience. Recruitment #CC-14D.

Business—Master's in management, marketing, or business administration and successful business employment experience required. Recruitment #CC-15D.

Physical Science—Chemistry, physics preferred. Recruitment #CC-16D.

Modern Languages/Speech—Spanish preferred; also 18 graduate hours in Speech desired. Recruitment #CC-17D.

Humanities—Humanities, philosophy, or ethics preferred. Recruiment #CC-18D.

Twelve-month coordinator positions. Bachelor's required, master's pre-ferred. Salary \$33,683. Positions available July 1, 1992.

Financial Aid—Experience in successfully managing student financial aid programs required. Recruitment #CC-19D.

Continuing Education—Successful experience in planning, conducting and evaluating continuing education or business training programs. Recruitment #CC-20D.

ranning programs, recruitment #CC-20D.

Candidates must submit an application letter addressing criteria in this notice and the position description, a completed ECC application and copies of appropriate transcripts. Please send to ECC Human Resources Department, Box 06210, Ft. Myers, FL 33906. The application deadline is july 2, 1932, or until the position is filled. Please call 813/489-9280 or FAX 813/489-9399 for position descriptions and minimal qualifications.

EA/EO Employer 5moke-free workplace

Lord Fairfax Community College

Instructor/Assistant Professor—Engineering Technology: Bachelor's dugree in Engineering/Engineering Technology and a minimum of two years of related occupational experience required; master's degree with 18 graduate semester credits in Engineering/Engineering Technology, emphasis in mechanical or civil engineering technology and previous training experience in a comprehensive community college are preferred. Salary range \$23,859-\$32,694. Commonwealth of Virginia Application (DPT form 10-012), résumé, 3 Lord Fairlas Community College recommendation forms, copies of graduate and undergraduate transcripts required. Applications will be accepted until the position is filted; review will begin fuly 7, 1992.

will begin July 7, 1992.

Counselor for Project PRO (a community college/area hospital workplace literacy program) Reopened: Master's degree with f8 graditate
semester hours in counseling/related field required; experience in high
school/community college counseling, and demonstrated understanding
of business/industry operations preferred. Salary based on qualifications
and experience is negotiable. Commonwealth of Virginia Application
(DIT Form 10-012), resume, 3 Lord Fairfax recommendation forms, and
copies of graduate and undergraduate transcripts must be received by
July 6, 1992.

Counselor—Reatricted, temporary (8/1/92 to 5/15/93) master's degree required position Will replace counselor on educational leave. Successful student services experience in a cumunity college is preferred. Salary is \$20,225 for the period. Commonwealth of Virginia application (DIT 10-012), résume, 3 Lord Fairfax recommendation forms, and copies of graduate and undergraduate transcripts required. Applications will be received until the position is filled; review will begin june 30, 1992.

Candidates for these positions should call the Personnel Office Immediately for needed forms and additional information regarding the positions.

Women and minorities are encouraged to apply.

Lord Fairfax Community College, P. O. Box 47, Middletown, VA 22645, (703) 869-1120. An Affirmative Action, Equal Opportunity Employer.

BULLETIN BOARD: Positions available

Coordinator for Staff Selection.

Brookings, South Dakota...Someplace Special

South Dakota State University

**Training & Evaluation** 

The Coordinator will assume a major leadership role in the management of Departmental selection, training and evaluation programs. The successful condidate will join a dynamic, progressive residential life program feelicated to the continuing personal growth and development of residents as well as staff

Participate in the general administration of the Department
 Develop, coordinate and evaluate staff recruitment and selection process.

Assess staff infining needs and develop a comprehensive onegoing program to meet those needs
 Coordinate the evaluation of all Departmental training efforts
 Develop and coordinate evaluation and levelloack processes for all staff.
 Develop and teach the Resident Assistant course.
 Coordinate and direct staff recognition programs.

publications:

onuired:

Master's Degree

Commitment to Student Development

The ability to communicate effectively

One year's full-time housing experience

Demonstrated learlership ability

Demonstrated experience in the areas of staff selection, training and evaluation

Benefits and Salary: Total psekings worth \$22,150 for a 12 granth appointment (\$21,500 and \$650) worth of one conques purchasing power) plus univer

All qualified parsons are encouraged to apply. Send letter of application, resume, and the names, addresses and blephone numbers of three references

South Dukota State University is an Affirm

South Pulsaja State (Intersity is an Affirmative Ac-tion, Equal Opportunity Employer (Fernale/Male) and offers all benefits, services, educational and amployment opportunities without rejard for age, color, religion, sex, disability, national origin, or Vietnam era veteran status Women and minorities

are encouraged to apply Proof of eligibility is required by the Immigration Reform and Control Act of 1986

Preferred:

Degree in Student Personnel, Counteding or a related field.

Applications Deadline: June 30, 1992 or until filled.

John Ewans
Associate Director of Residential Life
Wecota Hall 115
South Dakota State University
Box 506
Brookings, South Dakota 570x17 (1858)

Note: Incomplete applications will not be evaluated

Grants Administration: Grants Officer Ornonders Community College in seeking arpilications for a Grants Officer. The succostful candidate will manage and direct
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University of Guam

The University of Cream waters applications to establish a list of eligibles for the following non-tenure to return back, full-time position (ones, two, or three-posit appointment, subject to the availability of funds):

ASSISTANT PROFESSOR TO ASSOCIATE PROFESSOR (HISTORY)

ASSISTANT PROFESSOR TO ASSOCIATE PROFESSOR INTOXY

Dubes and Responsibilities: Successivil cambridge to two in the billowing courses. Flistory of Guant, World Codification, Pacatic Basin Flistory of Microriesta and other courses as appropriate. Science is expected to be attack involved in recently, and community and university service. Administra Qualifications 19:10. In Flistory, with specialization in Pacific History, coupled with experience in Guant and Advisors Postaria. Processor Syst., 307-550,765 per Academic Year. Associate Professor 5:91,907 per Academic Year. Associate Professor 5:91,907 per Academic Year. Associate Professor 5:91,907 per Academic Year. Associate Professor site of the Interest of Control of Control of Control of Control of the Interest of Control of Contro

#### CLARK ATLANTA UNIVERSITY

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Clark Atlanta University (CAU) was formed in 1988 through the consolida-tion of Atlanta University, tetinded in 1865, and Clark College, founded in 1869, enrolling 3,000 undergraduate and 1,100 graduate students from over 40 states and 50 countries. CAU is one of only two private, historically black, comprehensive Universities in the nation aftering degrees from the bache-lor's through the doctorate. The University is comprised of the Schools of Arts and Sciences. Education, Business Administration, Library and Information Studies and Social Work.

The School of Social Work

The School of Social Work invites applications for the 1992-93 academic year (or five tenure-track positions and one protessional staff position. Associate Dean: Reports to the dean, responsible for the management of the MSVV Program and other day-to-day administrative duties. Administrative expenence in a School of Social Work

The Ph.D. Program: Two positions, one of which may be senior level to leach Social Policy. Organizational Development or Social Work Administration. Each will conduct scholarly research, and chair student dissertations. Specialization in the fields of Health/Mental Health or Family and Children Services is

The MSW/BSW Program: Assistant Professor, requiring expense in social work practice in Health/Mental Health w Family and Children's Services, ability to teach at least two foundation courses and carry field Haison assignments.

The above applicants must have the MSW with a DSW or Ph.D. in Social Work or a closely related field; two or more years of social work practice; experience and interest in grant writing; and demonstrated ability to criminal scholarly research.

plarly research.

Director of Field Education and Student Affairs: A twelve month position with responsibility for managing, monitoring and evaluating the Field Practice Program, developing the field curriculum for field instructors, managing an admission process and other duties associated with student marriculation in the School, Must have the MSW, five years' administrative experience, ability to work with faculty and the social work community and excellent whiting and public relations skills. The successful applicant should be licensed to practice social work in the State of Georgia. Excellent tringe licensities.

Qualified applicants must submit a letter of application, curriculum vitae, sample of most recent schularly work, and telephone numbers and addresses of three references with whom contact may be made. All materials should be submitted and to the 2014 1902 to: ited prior to June 30, 1992 to:

Lou M. Beasley, Ph.D., Dean Clark Atlanta University School of Social Work James P. Brawley Drive at Fair Sireel, S.W. Atlanta, Georgia 30314 (404) 880-8548

Allied Health Professions Department The Department offers the baccalaureate degrees in medical technology, medical records administration, medical illustration, community health education, nutrition, and physical therapy (through affiliation with Georgia State

Chair of Allied Health Professions Department/Associate Pro-fessor. Provide academic and administrative leadership: devel-opment and delivery of academic programs; implementation of policy and procedures; ability to develop and maintain contracts with affiliate health care insilutions, individual must possess licensure/certification in one of the allied health clinical special-

Medical Technology Faculty/Assistant Professor. Full-time, ten-ure track position; must be licensed/certified medical technologist; ability to coordinate medical technology program; teach departmental core courses and related electives; earned doctor-

Candidates should submit a letter of application, a résumé and the names of at least three references with addresses and telephone numbers to:

Chair of Search Committee
Clark Atlanta University
Department of Affield Health Professions
121 Vivian W. Henderson Building
Atlanta, Georgia 30314

#### VICTOR VALLEY COMMUNITY COLLEGE DISTRICT

is accepting applications for

#### DIVERSITY FACULTY INTERN PROJECT

Initial salary placement commensurat with experience and education. APPLICATION DEADLINE: FRIDAY, JULY 17, 1992 at 5:00 p.m. TO RECEIVE AN APPLICATION AND ANNOUNCEMENT, CONTACT: VICTOR VALLEY COLLEGE

Personnel Office 18422 Bear Valley Road Victorville, CA 92392-9699 (619) 245-4271, ext. 500 Fax (619) 245-7221

Equal Opportunity, Affirmative Action, Title IX Employ

English: Elinois Eastern Community Colegas is accepting applications for a fulltions English Instructor. The position is a
teneric Frek appointment. Applicants
though possess apporture elecation and
experience for teaching freshman Composition and Literature at the community Colteage level. Illinois Eastern Community Colteage is a multi-campus district with four
colleges and as administrative office locateld principal content of the community Colteage is a multi-campus district with four
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(Sastern Community Collegas, 223 East
Chestont Street, Cicey, Illinois 62450. Apprication seadined is July 13, 1992; applications received after that date may not receive consideration. Starling date is Alignat
17, 1992. Equal Opportunity, Affirmative
Action, Employer (MFFH).

English Assistant Processors—Fasich foo
English Assistant Processors—Fasich foo
forming of very sears full also serve on designated committees. Doctorate in English assistants for Committees. Doctorate in English designation of very sears full-lime seminars. Will also serve on designated committees. Doctorate in English assistants of English assistant of English (see in English

English: Renewable meril-track position.
Duries include teaching linguistics, upperdivision undergraduste English courses
and freshman composition, Ph.D. in linjuistics training required, secondary cerufication and experience a plus. Septi car-

English as a Second Languages Sceking a qualified person to bead English as a Foreign Languages program for Texas A&M. Koriyama. Japan campus starting Fall. 1992. M.A. in TESL or related degree; oxtessive overseas teaching experience; solid administrative experience; special administrative experience; selection and continuous with storeigne. Benedis Include annual round trip airfare, furnished apartment, insurance package, etipead, and other benefits. Cortnet: Dr. Bill Stout, Director; Texas A&M. University/Koriyama-151: 28-21. Motomuchi; Koriyama-515; Falu-shima-Kag; Sél Japan; Faz. 048-39-3976. Deadline: June 30, 1992. AA/EOA.

rent vita, official transcripta, and three current letters of recommendation to Dr. David H. Evans. Dean, Arts and Humanities Division, Missouri 65340. AA/EOE.

English as a Second Languages Tenure-track assistant professorship beginning August 14, 1992. Pificen-hour teaching load-americar in ESL., compositioa, and porsibly literature or ESL. Ph.D. in TESOL, Linguistics or related area. Some knowledge of Canales and Posterior of Canales are some knowledge of Canales and Posterior of Canales English as a Second Larguages Tenure-track assignant professorship beginning August 14, 1992. Pilleen-hour teaching load/semester in SSL, composition, and possibly literature or TESL. Ph.D. in TESOL, Linguistics or related area. Some knowledge of Spanish required. Salary \$36,340/year. Send letter, curriculum vitae, transcripts, and three letters of recommendation by July 15 to: Director. Department of Languages and Literatures, later American University of Puerto Rico (2018) and three characteristics of the standard of the distinctive Christian emphasis. Prior teaching experience is a plus.

rayne University is primarily a leachine in-stitution with a distinctive Christian em-phasis, Prior teachine experience is a plus. Send resume and list of references to Fin-ance Search Committee, Howard Payne University, 1000 Fisk, Brownwood, Texas, 76801.

76601.

Flancial Aidi Fleancial Aid Administrator. Southeastern Academy Invites apolications for the position of Financial Aid Administrator. Responsibilities include daily operations/supervision of automated FA office, default management, file review, verification specedures and coupsellar. Ossidications inchole a bachelor's degree; proven work experience; informats hawdedge of Title IV regulations, need analysis and default management; strong naturagerial, supervisory and organizational skills and a strong service orientation. Send risume with salary history to Eric D. Weber, Vice President of Administration, Southessiern Academy, 233 Academy Drive P. O. Box 421768, Kissimmee, Floration 34742-1768.

Geneticus Geneticus. Tesare track position at the assistant professor rank available be-sinaing January 1993 or Autums 1993 for Capaticin, Responsibilities include teach-ing attacke for major and non-major serv-



Announcement of Anticipated Position Openings Middlesex Community College, a mid-sized community college located r south contral Connecticut, seeks full-tune faculty and administrators to

#### Faculty Positions

Duties include, among others leaching and related preparation of assigna courses, course development, academic advising, service on college committees. Applicants must have a masters degree in the discipline or a related one, experience with non-traditional community college students prefere

Biology - Analomy and Physiology

Ophthalmic Dispensing - Opticianry

Starting Date: Sept 5, 1992 Approx. Annual Salary: \$30,000

Counselor Duties include, among others, primary emphasis on career counseling an career placement; also, academic advising, skill building workshops, sh dent assessments, problem resolution, service on college committee Applicants must have a masters degree in counseling, student service or related area; experience with community colleges, non-traditional students and special student groups (veterans, women, minonities) pudened

Starting Date: Sept 1992 or negotiable Approx. Annual Salary: \$36,000

#### Technical Services/Bibliographic Instruction Librarian

Duties include, among others cataloguing, reference services, service or related committees. Applicants must have an M.L. .. experience in com munity college setting preferred

Starting Date; Sept. 1992 or negotiable Approx. Annual Salary: \$35,000 TO APPLY: Forward resume, letter of latent, names of three reference and transcripts to Mrs. Ids L. Best, Personnel Director, Middless Community College, 100 Training Hill Road, Middlelown, CT 05457.

Middlese: Community College is an equal upportunity/attirmative action employer no Protected group members are strongly encouraged to apply

Applications must be postmarked by JULY 13, 1992.

COMMUNITY & TECHNICAL COLLEGES of CONNECTICUT

#### INSTRUCTORS



Solano Community College is located in Northern California and nestled midway between San Francisco Bay, the wire country and Sacramento and sorves 12,000 credit students and another 6,000 non-credit students. Enthusiastic, qualified instructors are boing sought for the following disciplines:

Art Instructor Salary: \$31,631 - \$48,024 Deadline to submit materials: 7/13/92 at 5:00 p.m.

#### Physical Education Instructor Football Coach

Salary: \$29,109 - \$48,024 (Plus up to 48 hrs. additional pay for time worked beyond 175 contracted days, upon approval) Deadline to submit materials: 6/29/92 at 5:00 p.m.

Benefits: College-paid medical, dental, and vision plans for employee and dependents; life insurance for employee

Starting Date: 8/14/92 For information and application materials contact:

#### Solano Community College 4000 Suisun Valley Road

Suisun, CA 94585 707/864-7128

EQUAL OPPORTUNITY AND HIS ACTION EMPLOYER AND ENCOURAGES MINORITIES AND WOMEN TO APPLY

ice courses, and establishing a research program involving undergraduates Ph.D: in genetics or Ph.D. in budsipcal field with specialization in genetic requirements. Further, and dates must provide evidence of teaching and research effectiveness. Mimoniass and women are especially encourased to apply. Send letter of application, carris ulum 51-tae, transcripts, statement of long-term soets, and three letters of recommendation to Dr. Simon Bectings. Search Committee Chairperson, Budony Department, Suppery Rock University, Shapery Rock, Pennsylvanja 16057. The deadling for receipt of applications is September 15, 1092. Slippery Rock University is an Affirmative Action, Equal Opportuoity Employer.

I graduate general education curriches. The sucal Geography and Computer he post sequence as in the above a set world Retusiona, and US and Computer he in the courage's perfected, Magnetic quieted. Dermonstrated arbitry to set closely with students and colleagues he essays, and teaching experience of earlies lead fevel in highly destrable. Salarrical perfittive with other state-assisted interference in Machinean. Position available for 1992, commence upon frames, services of applications will be sense at large and considered until the position stately and considered until the position for the sense of the position of the position



Coordinator

The Fletcher School

Will facilitate communication with and strengthen the relalonship between alumni and the Eleicher School through arrients activities: write, edit and produce high quality publications; unfatala alumni latabase: develop and imple ment operating plan for alumto alumni and alumni organi rathers; and identify alumn prospect. Requires BA/BS; excellent writing and editorial skills; ability to work with graphic designers and pho-tographers; thorough knowledge of print production; terest in international affairs; computer experience; attention he detall, and strong interpersonal and organiza-tional skills, Please send 2 resumes and 2 cover letters to Ms. Deanna Roberts, Ilu man Resources, 169 Holland Street, Somerville, AIA 02144. An affirmative ac-tion/equal opportunity emphyer.

#### DIRECTOR OF RESIDENTIAL LIFE

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Reporting to the Vice fresident for Student Affairs, the Director will supervise the college housing program. Responsibilities will include coordinating aducational, cullural and social programs for students; supervising the maintenance and security functions of the domiliories; counseling students on personal, academic, and housing concerns; providing on-call coverage during weekends and evenings; providing office hours at the college cach week. Bachelur's degree or equivalent, Master's degree preferred. 1-3 years of residential life experience, excellent interpersonal skills in of residential life experience, ex-cellent interpersonal skills in-cluding the ability to work with a diverse population of students and their families. Send resume and their families. Send resume with salary history to Director of Human Resources, Marymount Marihallan College, 221 East 71st Street, NY, NY 10021.

Cermani Assistant Professor, tenure truck Prifer Ph.D. with teaching experience and winders of scholarly scirvely. Strong commitment to undergraduate teaching and to binguage, literatury scirvely. Strong common program recorded. Teach though senior, four classes per semester in comprehensive state interests in upon and collines, feethoran comprehensive state interests in upon the senior four classes per semester in Great Plants commonly of 10,000 Program includes four full-time faculty, one in Oteman, and offers B.A. and B.V.E. in for sim languages. Salary and benefits are competitive. Applications received until goding is filled. Begins August 24, 1981. Send vita and letter to Harald Smith, Chart. State University. Migol. North Hakva. 3301. MSU is an AAFELY.

Cranis Administration: Grants Officer On-ordeg Community College in seeking and street in the special proposals to outland extreme for proposals to proposals to proposals to proposals to all publications as deemed necessary by the threator of University Relations. The graphic artist will lead expensive to the areas of rathof IV, auditorisand and printing services. The graphic artist will have, supervise and train student graphic artists and perform other asytometria as determined by the Director of University Publications. Must have a minimum of a packelor's degree in art (with graphic design emphasis); two to three years' superience in graphic design work; workless knowledge of computer graphics; stoned interpersonal, organizational and consumication stull; proven ability to work independently and in groups; sopie greening and wackand work; proven ability to instruct with scaleing constituences. Seed letter of application, rissone, and names of three references to Crapble Arts Fort Have State University meeds person to take charge of publications drugs. The excitions in non-trained, fiscal-ty-fidelity for 12 months in \$23,000. Joh bearty August 18, 1592, Review of applications began to monchatels and continues on it position is filled. FMSU is an AA/EO emplayer, Women, importion and petitions with disabolines are encouraged to apply. The graphic artist provides the constitue, designing, and content relief at work for

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# VIRGINIA COMMONWEALTH UNIVERSITY

Virginia Commonwealth University aunounces the following faculty and administrative positions. A comprehensive urban public institution enrolling nearly 20,000 students, the university is compared of twelve schools, one college, and a one-shousand bed hospital breated in Richmond, Virginia.

uncueu in accumuna, virguna.
Unless unterwise noted, appointments are subject to renewal, and application deadline is July
17, 1992. Administrative positions and Medical College of Virginia Cumpus faculty positions
are 12-month appointments commencing on July 1; Academic Campus faculty positions are
for the academic year beginning August 16.

A detailed position description and list of desired/required qualifications may be obtained by writing the contact person at the department, school, and campin address indicated. Academic Campus - Richmond, Virginia 23184-0001

Fashion Department - Fashion Design: Full-time position available beginning August 16, 1992, Professional experience in draping and drafting with strong illustration skills. Backelor's degree or equivalent required, purifolio required. Application deadline: July 20, 1992. Please submit a letter of application, résumé/vitae and three supporting letters to Cindi Pierce, Box 2519.

Student Affairs

Student Affairs

University Housing and Residence Education: Director of Residence Education. Coordinator reports to the Assistant Vice Provost for Student Affairs, and directs the management and supervision of a residence education program for 2,600 students housed on two campuses. Responsible for recruitment and supervision of three area Coordinators of Residence Education, four Graduate Directors, and 75 undergraduate Resident Assistants; instruction of a credit course for resident assistants; advising residence hall groups; working cooperatively with other housing staff members; developing cooperative liaisons with other university departments; and implementing a program of developmental activities in the residence halls. Five years of full-time experience as an area director or other relevant residence hall experience; previous experience in program development, staff selection and training, tenching, and nothing student groups is required. Evidence of excellent written and oral communications skills, counseling skills, and the ability to relate to others and work cooperatively are required. Applicants with a doctoral degree in higher effects of ourstanding experience and employment also will be considered. Letters of application, resumé, and contact information for three current references should be sent to: Search Committee for Director of Residence Education, Attention: Elaine Barney. Box 2517.

Intercollegiate Athlettes

Intercollegiate Athletics

Intercollegiate Athletics

Athletic Department: Assistant Men's Basketball Coach/full-time position. Responsibilities include: assisting in all phases of student-athlete recruitment, academic development, team travel, scouting, program public relations, summer camp instruction, and general administrative duties. Moster's degree preferred; five years of Division I coaching experience preferred. Knowledge of and compliance with all NCAA, Metro Conference and University rules is essential. Sulary is competitive and commensurate with qualifications. Candidate should have experience working in a culturally diverse university environment. Applicants must submit a letter of application, résumé, and three letters of recommendation to: Conch Sonny Smith. Box 2003.

Athletic Department: Assistant Women's Basketball Coach/full-time position. Responsibilities will include: assisting head coach in all facets of coaching, recruiting, scenating, and neudentic monitoring. Quadifications: thicketor's degree required. Applicant must have one year's coaching experience or competitive experience in a Division I collegiate women's basketball program. Candidate should have experience working in a culturally diverse university environment. Applicant must send letter of application, résumé, and three letters of recommendation to: Susan K. Valvins, Head Women's Busketball Coach, Box 2003.

Athletic Department: Assistant Track and Field/Cross Country Coach for a Division I combined program for both

letters of recommendation to: Susan K. Valvius, Head Wonten's Busketball Coach, Box 2003.

Athletic Department: Assistant Track and Field/Cross Country Coach for a Division I combined program for both men and women. Appointment is a 9-month faculty position. Responsibilities include: assisting head coach in the various events as designated, assisting with preparation and organization of home events including equipment, facilities, and officials; assisting with travel arrangements; assisting in the preparation of none events including process as deemed proper and appropriate to the total program, as well as other duties as assigned. Qualifications: Bachelor's degree required. Applicant must have one year's conching experience or competitive experience in a Division I collegiate track/cross country program. National and international competitive experience in the middle distance events is preferred. Cambridge should have experience working in a culturally diverse anisersity environment. Application Deadline: July 31, 1992. Applicant mass send a letter of application, resume, and three letters of recommendation to: Frank S. Abrants, Head Track and Field/Cross Country Coach, Box 2003.

University Universe Services

University Library Services

Instructive Sections: Seek inclvidual to supervise business and personnel office within Library Services. Master's degree required, preferably in library science, business, or public administration. Relevant supervisory and immagerial experience preferred, as well as experience to budget, personnel, computers, financial databases, and libraries. Salary 5.30,000 administration. Submit a resumber and thances and phone numbers of librar references to: Burbara J. Ford, Director, University Library Services, Bury 2033.

Medical College of Virginia Comput - Richmund, VA 23298-0001

General Medicine Department: Two positions available as Instructor to staff an outpatient walk-in clinic. Duties include evaluation and treatment of non-acute problems in adult patients, supervision of nurse practitioners and teaching ambulatory medicine to students and residents. Research opportunities available, Send CV to Julie Samuels, M.D., Hox 102.

Inthe Samuels, M.D., Hox 102.

and Math in: Department - Hemotology/Oncology Division: Director, Butto Marrow Transplantation. Candidates with a track record of clinical excellence, a productive and innuvative research program and a record of peer-review funding are invited to apply. The Massey Cancer Center plans a unifor investment in transplantation-related research in particular, activities that link basic research laboratories with clinical investigation on the transplantation unit. The unit began operation January, 1988, and is now a major regund referral center offering allogeneic and autologous transplantations for adult and pediatric patients. The clinical unit is closely allitated with the Massey Cancer Center's Bone Marrow Transplantation Research Laboratory, a focal point for basic laboratory investigation in human bone marrow transplantation that encompasses collaborating investigators from clinical and basic science departments. The Center has had continuous core grant funding from NCI since 1975. There are nine research program areas encompassing more than 75 investigators along with eleven shared resources that support basic and clinical research. The Center has extensive programs in cancer education, outreach and provention. Contact I. David Goldman, M.D., Director, Massey Cancer Center, Box 230.

man, M.D., Director, Massey Canter Center, Box 230.

Internal Medicine Department - Infectious Disease Division: Postdoctoral position available. An NIH grant-funded postdoctoral fellowship position is available immediately to study antimicrobial resistance gene transfer between staphylococci. The goal of current research is to elucidate the molecular mechanisms and regulation of conjugative transfer and gene mobilization between S. nureus and congulase-negative staphylococci. The applicant should have a Ph.D. degree and experience in prokaryotic molecular biology. The research group is composed of individuals in the departments of both Medicine finitectious Diseases) and Microbiology/Immunology who study the molecular rathogenesis of staphylococcal and streptococcal infections. Please send curriculum vitue and names of three references to Gordon L. Archer, M.D., Box 49.

Internal Medicine: Instructor-Nephrologist. Must be skilled in the areas of consultative nephrology, acute and chronic hemodialysis, continuous ambulatory peritoned dialysis and renal transplantation. Must have prior research experience in cell transport methodology. Must be BC in Internal Medicine and BC/BP, in nephrology. Forward CV to Dr. Dom Sica, Box 160.

Pediatrics Department: Assistant Professor, BC Pediatrics, BC/BE Pediatric GI skilled in GI diagnostic and therapeutic procedures. University setting with fellowship program. Protected research time. Contact Wilma Nortis, Box 646.

Radiology Department: Full-time, non-tenured, permanent positions in Diagnostic Radiology. M.D., AliR certified, Contact Anthony V. Prolo, M.D., Box 470.

Radiology Department: Full-time, non-tenured, permanent positions in Nuclear Medicine. M.D., ABR certified. Contact Anthony V. Proto, M.D., Box 470, MCV Station.

Itlans in Radiation Physics, Ph D. (1) M Sc. (1)

VCU is an EQ/AA Employer.
Women, minorities, and persons with disabilities are encouraged to apply.

Health Administrations Lecturer / Senior Lecturer. The Stein Graduate Program in Health Services Administration is seeking a Health Administration Professional to fill a non-tenura track position as Lecturer of Senior Lecturer. This rotation has these major responsibilities: serve as primary ilasion between the program and health administration professionals, althomas and field training preceptors, teach a minimum of two graduate health administration courses per year (speferred areas of instruction include health services management, strategic health planning, and/or health market-

Health Education: Assistant Professor.
Tenure track position beausting August 20, 1992, teaching undergraduate courses in personal and community health, action health, and substance abuse. Qualifications: Doctorate in Health Education and full-time teaching experience in the public schools. Additional full-time teaching at the collegate level and Red Cross First AddCPR Instructur's certification preferred. Scholarly and professional service activities expected. Send letter of aprilication, vita, transcripts, and three current letters of reference by June 30, 1992 to: Evans Brown, Box 5043, Tennessee Technological University. Cookestile, Tennessee 3850s. An AAVEEO Employer. Women and minorities are expectally encouraged to apply.







#### West Virginia Graduate College

#### DIRECTOR

#### Satellite Network of West Virginia (SATNET)

The Satellite Network (SATNET) is a program of West Virginia public higher education which uses satellite and other electronic technologies in the delivery of credit courses and non-credit programming. Initiated in 1988, SATNET has grown rapidly. The number of credit courses affered annually has increased from 16 to 39, and the number of students enrolled has risen more than four-fold to 3500 in 1991-92.

As a result of this growth, SATNET has reorganized to 3500 in 1901-92. As a result of this growth, SATNET has reorganized to help facilitate rational growth and efficient operation of the state's higher education salellite network. A key element in the reorganization will be in the employment of a full-time director whose hitful responsibility will be thu creation of a five year plan for distance education to cover the time period from 1903-08.

period from 1963-08.

Job Description Under the direct supervision of the President of the West Virginia Grathate College, the Director plans, coordinates and administers distance learning programs on behalf of the State College and University Systems of West Virginia. Responsibilities: plans, coordinates and administors the Satellite Network; plans, organizes, and directs the work of the SATNET staff; provides oriented on and assistance to faculty who teach on the Satellite Network; provides evaluation of the Network's credit and non-credit programs, including mathematics of a centralized data base; creates and maintains systems which account for all charges and receptus occurring from distance learning activities; prepares linelget reposits and implements the approved hudget for SATNET; assists the Distance Education Oversight Committee in developing publics and procedures for distance education; responsible for the dovelopment of a strategic plan for SATNET; chalts the Academic Users Group of the State College and University Systems; coordinates the production and distribution of publicity materials for the distance learning program; leaters the adequacy of the receiving sites; serves as a member of the statewide Distance Learning Council.

Qualifications: Master's degree required in Communications.

Coordinating Conneil.

Qualifications Master's degree required in Communications, Mass Communications, or other appropriate field; considerable knowledge of the philosophy, organization, and utilization of instructional toleronnumunications services and experience in distance learning methods, techniques, procedures, and equipment are essential; a successful record of financial management, scheduling, planning, and supervising the work of others; skilled in establishing and maintaining effective working relationships; excellent one and written communications skills required; and demonstrated interest in professional development.

General Information: Candidate should submit a letter of application, vita, three letters of recommendation, and names of references, including current supervisor who might be called during screening process. Salary: Commensurate with experience and qualifications. Starting Date: August 17, 1992.

Application Closing Date: July 6, 1992. Submit Applications to:

Iohn S. Callebs, Director
HUMAN RESOURCE DEVELOPMENT OFFICE
WEST VIRGINIA GRADUATE COLLEGE P. O. Box 1003 Institute, WV 25112 Phone: 304-768-1904

AN EQUAL OPPORTUNITY, AFFIRMATIVE ACTION EMPLOYER

#### **Assistant Director** Student Counseling Service

Miami University

Assists with administrative management of professional staff and with functions of a comprehensive counseling service to include providing individual and group counseling, outreach programming, staff consultation, and clinical supervision.

Requires a Doctorate in counseling and clinical psychology. license as a psychologist, and experience in college psychological services. Desired is administrative and supervising ex-

Send letter of application, resume and three letters of reference by July 3, 1992 to Kip Alishio, PhD, Student Counseling Service, Miami University, Oxford, Ohio 45056. Equal opportunity in education and employment m/l/h.

Heakin/Physical Educations Wellaces Coordinator, The Coordinator is responsible for the administration, planning, direction, and supervision of all wellness, sitness, and instructional activities provided by the University. The position requires skills in public relations, erranizational management, leadership, program evaluation, and a thorough knowledge of the physiciogram in the provides of wellness, fitness, and mutrition in the providen of a comprehensive replaces. the provision of a comprehensive wellness program to the University community. The Coordinator of the Wellness program must work cooperatively with all programs of-fered by Campus Receasion. The salary is commensurate with qualifications and experience. A Master's Degree of Exercise Science, Physical Education, Heath or a related field. Two years of experience in managing wellness related programs. Preference given to cardilates possessing the American College of Sports predicting certification as Exercise. Test technologist or Heath Principles of Sports of first year of employment. MRSA certification required by and of first year of some lower of the programs of the communication stills and have a strong comminent to student development and example life. The closing due for all amplications materials is July 24, 1992. Submit letter of application, resume, three current

History: Oue-year assignment teaching in U.S. Environmental History. In addition, a successful candidate must have the ability to teach the U.S. Survey in a large-classroom setting. Ph.D. and teaching experience required. 12-hour course load. \$24,000 for 9 months. Send letter of application, via, and three letters of recommendation to Brian Blakeley, Chairperson, History Dearment, Texas Tech University, Lubbock, Texas 79409. Deadline is 10 July 1992. AA/EOR.



**BUTLER UNIVERSITY** 

Associate/Senior Associate Directors

Office of Admissions

Applications are invited for two uppor lovel positions from admissional professionals. Builer University is an independent, non sectoring university of 4,000 students, offering 60 majors located on a 315 sure campus in a residential section of indisappolis.

Direct general rescuting activities of the office staff; nverses urganiza-tion of on and off campus visitation programs and receptions; destign admissions stategies for E.P.5. markets; supervise staff and attubing workers; maintain Haison with secondary school counselers and imple-ment an alumni recruiting organization.

Associate/Senior Associate Director—Internal Operations
Manago office communication work flow and properation of management reports; implement admissions strategies for E.P.S. merkets; uversee staff lietson activities with academic departments; supervise staff and student workers; direct processing of applications and assist in the formulation of student publications.

Both positions report to the Dean of Admissions. Additional duties include conducting on-campus interviews and availabiling applications for undergraduate admissions. Limited travel required.

Bachelor's degree required, Master's degree destrable. Minimum five years' admissions experience atrongly preferred. Excellent management, recruiting and communication skills necessary.

Salary is very compositive and communicate with candidate's croden-tials and experionce. Review of applications will bogin immediately and continue until positions are filled. Candidates should submit a letter of application, current résumé and three references to:

Roger Nieman Director of Human Resources Butler University 4600 Sunset Avenue Indianapolis, IN 46208

Butler University is on Equal Opportunity Employer Women and minorities oncouraged to apply.

**DIRECTOR OF ADMISSIONS** 

The University of Miamt seeks an energetic and experienced individual to lead and manage the recruitment and admission of undergraduate students. The director reports to the Vice Provost and Dean of Emroliments; will be responsible for the operations and recruitment activities of the Office of Undergraduate Admissions including planning, recruiting, budgeting, and supervision; and will be an integral part of an enrollment management team.

management team.

The successful applicant will have least five years of progressive experience in admissions; a thorough understanding of admissions-related research and statistics; a working knowledge of computer applications; an understanding of the undergraduale recruitment/hadmissions/enrollment process; and highly developed oral and written communication skills. This person will also have the ability to deal with a wide variety of individuals and situations in a constructive way.

The latter of application, except and the unspectant state of applications are sent and the understanding states.

The letter of application, résumé, and the names and telephone numbers of three references should be sent, no later than July 5, 1992, In:

Director of Admissions Search University of Miami Office of Errollments P. O. Box 248085 Coral Gables, FL 33124-4615

The University of Miemi is an Affirmative Action, Equal Opportunity Employer.

Marymount Manhattan College

Marymount Manhattan College is currently seeking an Assistant Registrar to assist in all aspects of planning, organizing, and managing the Registrar's Office. Specific responsibilities include coordination of the registration process; assisting in the formulation and implementation of academic policy as it relates to the registration process; maintenance of of the course ocster file; publication of the schedule of classes; graduation of the course orster file; publication of the schedule of classes; graduation end of term grades.

Applicants should have a Bachelor's degree and at least (4) four years of related experience with demonstrated knowledge and experience in automated record systems.

Send résumé to Christina Hanagan, Director of Human Resources, Marymount Manhattan College, 221 East 71st Street, New York, New York 10021. Women and minorities are encouraged to apply.

late/Senior Associate Director—Recruilling

#### CHATHAM HALL

In 1994 Chutham Hall will celebrate 100 years as one of America's leading college preparatory schools for girls. The beautiful campus at the foothills of the Blue Ridge Mountainin Virginia is an ideal setting for developing female leaders. Wear seeking two development professionals with outstanding fundraising skills who embrace the unique ideals of this single-set boarding school. These individuals will play a key role in the school's centennial fund-raising campaign.

Annual Giving Officer --- Responsible for all aspects of annual fund-raising, including the solicitation of alumnae, parent and foundations; coordinates donor data hase, direct mail, alumns volunteers, matching gift program, and gram writing. Experience in leading an annual fund-raising campaign and outstanding communication skills are required.

Capital Giving Officer - Responsible for donor retearch and rating, including the development of strategies to cultivate top donors; manages the fund-raising efforts of the head of school, the board of trustees, and alumnae volunteers. The ability to motivate and train volunteers in solicitation techniques will also be a facet of the job. Three years of experience in capial giving is preferred. Superior communication skills and knowledge of information systems are required.

Chatham Hall offers a competuive benefits package. Please send resumé and one-page writing sample to:

Joselyn Cox, Director of Admission and Development Chatham Hall Chathan, VA 24531

#### POTSDAM COLLEGE

OF THE STATE UNIVERSITY OF NEW YORK

#### Senior Financial Aid Advisor

Potsdam College of the State University of New York invites applications for a Senior Financial Aid Advisor who will assist with the administration and organization of student-centored office. Specific duties will include: provide ing effective counseling to students and parents relative to the financial aid process; supervising and coordinating the College-Work Study and Paces Assistantship student em ployment programs; administering the fluancial aid aspettl of the EOP program; administering the APT's program completing the student aid processes of packaging, verification, and confirmation of federal awards; and supported the student and confirmation of federal awards; and supported the student of the student recruitment and retention efforts. Qualification Applicants must have a minimum of two years of successful financial aid counseling experience in a college or university setting. Personal qualifications must include the ability to communicate and work well with students, parents, suffered other College or the setting and other College or the setting of and other College personnel. Preference will be given to candidates who are competent in the operation of computer based student record systems. A master degree is poter pased student record systems. A master degree-preferred but not required. Send letter of application, resume and the name and telephone number of three current references to Kathryn Perry, Human Resource Development, Potsdam College, Potsdam, NY 13674. Application review will begin June 22, 1992 and continue until the position is filled. Potsdam College is an equal opportunity affirmative action employer committed to excellence through diversity. excellence through diversity.

History and Western Confustion Begin ning August 31, 1992. The year appaintment. Fafteen hours these courses) per second-considered unit position filled Please tend phono aumbers of three teference to Personnel Services, Jacksonville State University, Jacksonville, Alahama 30263. An E.W. History (Geography: Contractor Director Including Landson 1992 Considered to applications of the Considered Responsibilities and policies. An E.W. History (Geography: Contractor Director Including Landson 1992) and the Considered Responsibilities and policies. Alahama 30263. An E.W. History (Geography: Contractor Director Including Landson 1992) and the Considered Responsibilities and policies. Alahama 30263. An E.W. History (Geography: Contractor Director Including Landson 1992) and the Considered Responsibilities and policies. An E.W. History (Geography: Contractor Director Including Landson 1992) and the Considered Responsibilities and policies. Alahama 30263. An E.W. History (Geography: Contractor Director Including Landson 1992) and the Considered Responsibilities and policies and the Considered Responsibilities and policies. Alahama 30263. An E.W. History (Geography: Contractor Director Including Landson 1992) and the Considered Responsibilities and policies. An E.W. History (Geography: Contractor Director Including Landson 1992) and the Considered Responsibilities and policies and the Considered Responsibilities and policies. An E.W. History (Geography: Contractor Director Including Landson 1992) and the Considered Responsibilities and policies and the Considered Responsibilities and the Considered Responsibilities and policies and the Considered Responsibilities and policies and the Considered Responsibilities and the Considered Responsi



#### ILLINOIS STATE UNIVERSITY Bloomington / Normal

Assistant Director of Development/Prospect Research

PRIMARY FUNCTION OF POSITION: Organize and manage a prospect research information, management and tracking program to support the fund-misling e DUTIES AND RESPONSIBILITIES:

Provides prospect information, analysis and reports for major and planned gifts for individuals as well as for corporate and

Provides prospect measurement and reprise or maps and parameter gues for measurements as well as for corporate and foundations a prospect management system for individuals and corporations/foundations.
 Prepares, enhances, and controls files on all prospects including an up-to-date gendemographic screen program.
 Assists in establishing and implementing policies and procedures governing the retention and release of records.
 Manages research and prospect proposal tracking to compile prospect lists and to identify, categorize, evaluate, and rate

prospects.

6. Provides support for major data gathering projects, e.g., surveys, studies, profiles, ordering and clipping pertinent periodicals and published resources.

7. Maintains a research library and access to electronic sources of information. cals and published resources.

7. Maintains a research library and access to electronic sources of unformation.

8. Oversees the circulation of printed matter regarding donors, prospects, trends, philanthropy, and education to appropriate

sum menuers. 9. Develops and maintains an appropriate system for fiting, retrieving, retention, and disposition of institutional Advancemen documents.

10. Performs other duties as assigned by Director of Developmen

MINIMUM EDUCATION AND WORK EXPERIENCES B.S.B.A. degree required, M.S. preferred. Two or more years' experience in prospect research, preferably in a college/university setting. Demonstrated experies in applying research methodology to support fund-traising programs. Familiarity with computered databases and the application of information systems to support prospect management and tracking. Exceptional organizational stills and silention to accuracy in detail are essential.

#### Assistant Director of Development/Telefund

PRIMARY FUNCTION OF POSITION: Administer the on-line provision of the telefund services. Responsible to Director of Annual Functs. DUTIES AND RESPONSIBILITIES

1. Maintains and implements systems for solicitation of Annual Fund contributions by telephone.
2. Coordinates overall training program, motivation, and continuing education for Telefund representatives.
3. Assists in providing consultation to representatives of the academic units.
4. Responsible for the necruiting, training, evaluating, termination, payroll and payroll activities for student trainers and telefund representatives each semester.
5. Supervises staff in the performance of their responsibilities of providing writing support in the form of scripts and not-contacted letters.

contacted tetters.

6. Assists in the preparation of correspondence and troubleahuning throughout each telefund campaign

7. Performs other duties as assigned by the Director of Annual Funds. MINIMUM EDUCATION AND WORK EXPERIENCE: Master's degree preferred. Experience in a university or simula leletund operation required. Desponstrated managerial ability of large staft. Organizational and written skills needed. Knowledge of computers and automated telefund systems preferred.

#### Assistant Director of Development/Major Gifts (three positions)

PRIMARY PUNCTION OF POSITION: Responsible for cultivating and soliciting major gift prospects. Responsible to Director

DUTIES AND RESPONSIBILITIES

Described the absorbed littles

1. Evaluates, cultivates, and solicits major gift prospects.

2. Cultivates and solicits deferred gift prospects.

3. Assists in the development, organization, and maintenance of volunteer networks.

4. Assists with planning and implementation of strategies developed to meet academic fund-raising goals and objectives.

5. Performs other dulles as assigned by the Director of Development.

MINIMUM EDUCATION AND WORK EXPERIENCE: Master's degree preferred. Two to four years' experience in fund raising and demonstrated ability to successfully secure private gifts.

6ALARY (for all positions listed): Salary is competitive and commensurate with qualitications and experience.

CLOSING DATE (for all positions listed): To assure full consideration, submit a cover letter, resume, and three references by July 15, 1992 to:

Dr. Judith K. Riggs, Associate Vice President for Institutional Advancement lilinois State University Hovey Hall, Room 401, Normal, II, 61761

# **College Relations** Manager

This exceptionally challenging position with M&T Bank in Buffalo, requires a candidate who can manage the Corporation's growing college recruiting effort throughout the United States.

We seek a strong manager who can lead the recruiting activities for our management trainee program and direct sourcing of business and liberal arts graduates. This includes the entire spectrum of college recruiting (i.e. campus visitations, mailing programs, corporate literature, etc.) At present, our recruiting effort involves approximately 40 colleges and universities and is expanding. Applicants must possess strong administrative skills which include team building and supervision. and be able to maintain and build strong professional relationships with placement directors at major institutions. As you will be interacting frequently with senior officers of the Bank, your communication and presentation skills must be excellent. If you are the candidate who can immediately "take charge" of our college relations program and produce quality candidates and impressive offer/acceptance ratios, this position should interest you.

Salary is commensurate with experience and is accompanied by a Flexible Benefits plan and relocation package. Qualified candidates should submit a cover letter, resume and salary history, to: Human Resources Department-WM, M&T Bank, One M&T Plaza, Buffalo, NY 14203. An equal opportunity employer M/F/H/V.

Manufacturers & Traders Trust Company (M&T Bank) is a subsidiary of First Empire State Corporation, a regional bank holding company headquartered in Buffalo, NY with offices throughout New York State, Ohio and Pennsylvania. As of July 1, 1992, with the federally approved acquisitions of Central Trust Company and Endicott Trust Company, First Empire will grow to \$10.6 billion in assets and 4,200 employees. We enjoy a reputation of being a solid, well managed institution, recently described as America's most risk-free.



#### DIRECTOR OF CAREER COUNSELING

#### Ferrum College

Ferrum College is a United Methodist Church related, comprehensive, co-ed, four-year college of 1,200 students located 35 miles south of Roanoke, Virginia.

Duties of the Director include planning, implementing, and evaluating career planning and placement programs, career assessment testing, development of a resource library, development of on-campus and off-campus recruitment and placement of on-campus and off-campus of expensions of the state of the stat placement programs, and maintenance of appropriate stu-dent and alumni files. Reports to the Vice President for

MINIMUM QUALIFICATIONS: Master's Degree and experience in career services.

Position available no later than August 1, 1992. Salary and benefits competitive. Send letter of application, résumé, and three letters of reference by July 8, 1992, to Mrs. Freeda Watson, Coordinator of Personnel Services, Ferrum College, Ferrum, VA 24088. EOE.

Ferrum College encourages
applications from women and members of minority groups

Numan Development/Educational Psychology: Assistant/Associate Professor. West Virginia State College. Pull-like lenure track position in the Department of Education beginning in Fall 1992. Applicants must have a doctorate from a regionally accredited institution in juman development of ducational psychology and preferably a supplemental field in one of the following: educational media and distance learning inchnology, special education, or reading education. Candidates at the dissertation of three years; classroom teaching experiments. It is a consistent of the preferred in K. 12 school estimate in required; experiment in temperature settings in required; experiment in temperature settings in security.

rank. Send lotter of application, statement of research interests (including an assessment of critical Issues in the field), curricular vines, copies of iranscripts, and four laters of reference to Dr. Gordon Bradler, University of Washington, Seattle, Washington, Seattle, Wash September 1, 1992. Affirmative Action. Equal Opportually Employer.

Human Development/Educational Psychology? Assistant/Associate Professor, West United State College. Pull-line lenure interesting to the control of the control of the college and degrees completed; names, addresses, and telephone numbers of research in instructional contexts, 3) applying educational research in instructional contexts, 3) applying the matter pursuanting including an assessment in instructional contexts, 3) applying the matter pursuanting including multi-cultural discussion, and presearch in instructional contexts, 3) applying thematic programming including multi-cultural discussion, and presearch in instructional contexts, 3) applying thematic programming including multi-cultural education, and 40 specialion, and 40 speciali

#### **ASSOCIATE LIBRARIAN**

THE COLLEGE: Pulton-Montgomery Community College is a comprehensive institution with approximately 2000 full- and puri-time students enrolled in credit programs and approximately 3500 others participating in non-credit programs. FMCC is located approximately 40 miles west of Albany and is part of the State University of New York. RESPONSIBILITIES: Assist with Collection Development, Bibliographic instruction, Cataloging, Reference Work.

QUALIFICATIONS: An MLS from an ALA-accredited school and excel-

lent communications and interpersonal skills. Library experience de-sired, preferably at a college, in Cataloging, OCLC, Computer Use, Reference Work, Bibliographic Instruction.

SALARY: Salary commensurate with experience and qualifications of the successful applicant. Range mid 20's (9 month academic appointment). Anticipated starting date is September 1, 1992.

APPLICATION PROCEDURES: Send résumé, three (3) references and statement of how your qualifications meet those tisted to: Frank J. Mahar, Affirmative Action Officer. Fulton-Montgomery Community College, Johnstown. New York 12095-9609. Applications will be accepted until June 28, 1992, or until position is fitted.

AN EQUAL OPPORTUNITY, AFFIRMATIVE ACTION EMPLOYER

#### SENIOR DEVELOPMENT OFFICER **FOUNDATION RELATIONS**

The Claremont Oraduate School, institute of The Claremont Colleges, seeks a skilled professional to manage all aspects of its foundations giving program. Min. 5 years' responsible educ. & exper. Salary DOQ.

Forward résumé: The Claremont Colleges, Personnel Serv-

EOE/AA M/F

Offretor of Human resources. Georgia Southwestern, a 2,300 students, 300 emphoyee libertal arts and science college with telect professional and master's level programs, is a Senior Unit of the University System of Georgia. Chalifeasions: Backetor's Degree in Human Resources Management or related area, Master's preferred. Three years' experience in Human Resources Management of the programment of the programment of the programment of the professional special contribity; and strong organizational and ambutyled skills required to brild professional

#### ASSOCIATE DIRECTOR OF PHYSICAL PLANT

Search Extended

Amherst College, an independent, undergraduate, residential, liberal arts institution, invites applications and nominations for the position of Associate Director of Physical Plant. The Associate Director, who reports to the Director of Physical Plant, provides leadership and direction to the operations group pertaining to maintenance of buildings, utilities, engineering and central steam plant operations.

The plant includes 60 college buildings, 120 faculty residences, and approximately 1,000 acres of land in the center of the Town of Amherst, MA. The operating budget of the operations group for FY 1992-93 is approximately \$6 million and the personnel complement is approximately \$5 FTE.

The Associate Director participates in the planning and design of new construction and major alterations and makes recommendations as appropriate to the Director, will serve as principal assistant to the Director and as Director in his absence.

Candidates must have appropriate physical plant and management qualifica-tions with 8-10 years' demonstrated experience at a college, university of similar enterprise. Professional certification is preferred. Must be computer literate and have excellent communication skills. Interested candidates should forward a résumé and three professional references to: Director of Personnel, Box 2204, Amherst College, Amherst, MA 01,002-5000. All inquiries will be acknowledged. Applications/résumés will be accepted until the position is filled.

Amherst College is an Equal Opportunity, Affirmative Action Employer and encourages women and minorities to apply.

responsive human resource functions. Prior to applying, write or phone for a conplete portition description to: Dr. Larry J.
Kennedy, Vice-President for Ilusiness and
Finance, Georgia Southwestern College,
800 Wheatley Street, Americus, Georgia
31709; 912-928-1380. Application Deadline:
July 15, 1992. EEC/Affirmative Action
Employer. Applications from women and
milnorlites are encouraged.



#### Career Consultant Georgetown MBA Program



This year, the Georgetown MBA Program proudly celebrates its first decade. Fully accredited by the AACSB, the Program enrolls 320 full-time students from across the United States and from more than 25 different countries. Located in the heart of Washington, D.C., Georgetown University offers students and staff the opportunity to experience the rich political business, and cultuml environments that characterize our nation's cao(tal.)

As a result of its recent expansion, the Georgetown MBA Program has initiated a search for a Garcer Consultant. This full-time academic position reports to the Director of MBA Career Management at the Georgetown University Schnol of Business Administration.

The Consultant will focus on counseling MBA students, both on an individual basts and in group settings. The Consultant will assist in the design and planning of workshops and sentings and will select and interpret self-assessment and other career testing instruments for students.

The Consultant will also assume many administrative responsibilities, including malautaining employer and student databases, strengthening the existing career resource library, assisting in the preparation of publications, developing surveys and compiling statistical reports, and participating in the design and implementation of policies, systems, and procedures. In addition, the Consultant will play an integral role on enhancing relationships with MBA students, employers, faculty, and alumnit.

The position requires the proven ability to relate well to MBA students and to interact with employers. Prior experience working with MBA's or other professional-level candidates is proferred. A graduale degree (either an MBA or a degree in counseling and student personnel work) is desired. Experience in a University career planning and placement center or as a college relations coordinator would be holpid. Salary range is \$23,000-\$30,000, and a comprehensive henefit package is provided by the University.

To lie considered for this position, please submit a resume and cover

Dr. Christopher Shinkman
Director, MBA Career Management
Georgetown University
School of Business Administration
105 Old North
Washington, D.C. 20057-1008 Applications must be received by June 29, 1902.

Georgotown University is an Affirmative Action, Equal Opportunity Employer.

#### **COORDINATOR OF WOMEN'S CENTER**

William Paterson College seeks an experienced professional to provide leadership for programs and activities designed to enhance and enrich the college experience for women.

Reporting to the Dean of Students, the Coordinator will counsel, control budget, develop programs, referrals and pro-ective education that meet the needs of our particular student population, and establish lisison with the local community. Master's degree in Counseling or related area, minimum of 35 years experience in higher education, strong background in counseling, and excellent communication and interpersonal skills required; management and grant writing skills preferred.

Minimum starting salary \$33,419 for this 12-month position.

William Peterson College, on a 250-acre suburban campus 20 miles from New York City, is an accredited state college offering 50 undergraduate and graduate programs. WPC is an affirmative action/equal opportunity employer.

Please send resuma with 3 letters of recommendation by July 6, 1992 to:



DR. ROBERT PELLER Associate Dean of Students
WILLIAM PATERSON COLLEGE Drawer DD Wayne, NJ 07470

information Systems: The University of Texas at San Antopio has one tenure track position open in information Systems at the Assistant Professor level effective September 1, 1971 or Justury 15, 1993. Principal professor in the same of interest are in COBOL. Croparaments, Data Base Manasement Systems of Telecommunications: Applicants should have an appropriate doctron! degree or be ABD and offer evidence that similar of the programs toward degree is belag made, politiment, the appropriate of the similar of interests toward degree is belag made, politiment, the appropriate of will be at praid of the similar statement of the programs and solver of intention to Timothy Personal Interactor, Letters of application indicating 192-11, and research interest, names and adjresses of three references, and vita should be sent to Professor Russell F. British and the college of Bushness, The University of Texas at San Antonio, San Antonio, Ferras Tail-9-6-632, Application sums be received by July 15, 1992. The University of Texas as Antoniols in the sent to Professor Russell F. British and the sent of the sent

#### Residence Life

The University of Scranton invites applications for the position of Assistant Director of Residence Life for Upperclass and Graduate Florising.

The University of Scranton is a highly selective Cathelic and Jesuit Institu-tion of 5,000 students located in Northeastern Pennsylvania. Committed to liberal arts education, the University enjoys strong professional and pre-professional programs, with highly talented faculty and an emphasis our student involvement in addressing the needs of its community.

The Residence Life program serves 1,800 students living in 12 University residence halls, houses, and apartment buildings with a stuli of 82 R.A.'s and

Dutless One of two Assistant Directors reporting to the Director of Residence Life, the Assistant Director or Residence Life for Upperclass and Graduate Housing is responsible for: I) upperclass housing operations (assignments, physical plant lialson, database management, report generation); 2) the supervision and training of Resident Assistants/Graduate Assistants assigned to upperclass building; 3) program development and implementation for 1,000 upperclass and graduare resident students; 4) participation in an on-call response achedule; and 5) participation in departmental and thvision planning and programming efforts.

soon planning and programming enems.

Qualifications: Candidates must possess a Master's degree in Counseling and Student Personnel or a related area and three years' experience in housing and residence life. The successful candidate will pussess the skill, commitment, and creativity necessary to build upon existing living/learning programs which include a residential college, theme houses, and good faculty and staff involvement. The need for availability requires willingness to like in a University anattment.

Remuneration: Salary and benefits are competitive. A furnished apartment is provided.

Application: A letter of application which includes the candidate's student development philosophy, a current vin, and names, addresses and telephone numbers of three references should be received by June 12, 1992 to the address below. The position is open beginning July 13, 1992.

Personnel Services University of Scranton Scranton, PA 18510-4679

An AA/EEO Employer/Educator

#### Assistant Director of Student Activities for Programming



Wooster, Ohio

The Assistant Director of Student Activities for Programming reports to the Director of Lowry Center/Student Activities. Responsibilities include advising Student Activities Board; implementing programs; participating in Dean of Students' Leadership Development Team; serving as a programmatic resource to departments/organizations.

Requirements: M.A.; programming and advising experience; familiarity with private higher education; strong interpersonal and communication akills; demonstrated sensitivity to diverse attudent population required; experience with leadership development, student organizations, cumputers preferred. Entry level position, competitive salary and benefits. Option available for live-in residential responsibility.

Sond letter of application, current resume and three letters of reference to Robert Rodda, Director of Lowry Center and Student Activities, The College of Wooster, Wooster, Ohio 44691. Application screening begins July I and continues until the position is filled. AA/EOB.



#### THE UNIVERSITY OF VERMONT

Department of Residential Life

Area Coordinator—East Campus: Coordinate a residential area of ten coeducational halls and living-learning suites, supervise graduate hall advisors and an assistant hearing officer, integrate co-curicular philosophy into all aspects of the committees, and participate in departments, serve on department-wide committees, and participate in departmental policy formation, administration and decision-making. Live-out position; on-campus apartment optional.

Oualifications: Master's degree in Student Personnel. Higher Education Ad-Qualifications: Master's degree in Student Personnel, Higher Education Administration, Counseling, or related field and a minimum of two years' full-time residence half experience required.

Please send cover letter, résumé, and three letters of reference to Annie Brabazon, Robinson Hall, University of Vermoni, Burlington, Vermont 05405. Review of applications will begin on June 17, 1992.

workshop/seminar on campus for high school students. Teo-month contract, with salary nesotlable dependin contract, with ence and credentials. Position begins Ansura 28, 1992. Send application letter, results and three months returned and three months returned to the property of the pro to Dr. John Ellerbech, Shirk Hall, Franklin College, Franklin, Indiana 46131-2398. All applications received by July 3, 1992, are guaranteed full consideration. Franklin College has equal opportunity, affirmative action employer. Applications from women and minorities are encouraged.

Legal Studies: Paculty position, Paralegal Judies: Paculty position, Paralegal Instructor. North Control Technical Coliga is accepting applications for a full interpretation of the paralegal position of the paralegal position of the paralegal faculty position teaching in effective full quarter. September, 1992. Required Qualifications: Law despise or September of three years' experience in the field of law. Preferred Qualifications: Previous edicate for the paralegal position of the years' experience; paralegal experience. Please experts your interest in this position by industring a resume socior application, support materials, and a list of three references by July 1, 1992 to: Mr.

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Al.A-accredited library school. Relevant reference experience, lactuding knowledge about emerging efections: information technologies and their use in support of teaching and relearch, teaching separation, interpersonal, communication skills, and technical competence with relevant hardware and software preferred Salary: \$25,000 minimum; 12-month tentre-track position with faculty rank and excellent henglis. We encourage applications from candidates who can serve as roke models for winner and minority students. Sister University of New York Pattsburgh is a comprehensive college of 6,000 students iocated in the city of Plattsburgh in northeastern New York State on the shore of Lake Champlain, one hour from Munirest, the Adirondacks, and Boilington, Vermoot, Applications received by July 20, 1992, will receive first consideration. Send letter of application, current returned, and three current lettern of references to Chair, Search Committee, co Office of Persondel.

ithrary Access Services Librarian. A progreative, service-oriented ibrarian interested in expanding document delivery and
interlibrary loan services to the seadersic
community. Reporture to the Head of Access Services, this position will have pritianty responsibility for, an active, established ILL unit, as well as for developing
and enhancing current awarraces and doctiment delivery services to faculty, staff,
and students. Supervision of three support
attaff; participation in reference state service, coloction development and beblopraphic instruction. Qualifications: MLS
from an ALA-accredited ibrary school, excellent interpersonal and communication
is distributed to trends in electronic
document delivery and resource sharing,
interest and ability to use entering technolonics to expend and cohence current methi-

ods of delivering information to academic and community users. Experience in implicit your judan, superprisery experience, interprisery your process that it will be any look of the life, substitute of OCIC and knowledge of televant macromomomic applications preferred. Salary: 137,00 minutum, 12-month teamer track position with faculty rank and excellent benefit. We encurase applications from conditions women and minurity students. State the women and minurity students. State the women and minurity students. State the women and minurity students, State the women and principle of 6,000 student look women and principle of 6,000 student look women and principle in contenters. New York State on the above of List Champlain, one hour from Montest. Champlain, one hour from Montest. Administration, one hour from Montest. Administration, current resume, and three corrects betters of reference to Chair, Scart Committee. Co. Office of Personal SUNY Flantants and the correct betters of reference to that, Scart Committee. Co. Office of Personal SUNY Flantants and poportunity, afficiation action employer.

action employer.

Ubrary: Reference Labentian, 12-month, leasur-large, entry-lard faculty pounda. Responsibilities: Pyrovides information and research services for the students and be utily by services presently scheduled home the previous programs. Creates pathodors and library guides; participates in the library instruction program; and services as alliant instruction program; and services as alliant library service. Some weekend and evaluation for designated departments. Expected to puriticipated in college and community service. Some weekend and evaluate of the latest developments in CP ROM and electronic-lansed resources. Strong on an ALA-accredited program, with emphasis in reference work. Romajodic of the latest developments in CP ROM and electronic-lansed resources. Strong on an action communication skills. Adult in work effectivally with students, faculty, and and on a variety of projects within a lich work schedule. Desired: individual with strong interest a reference work Becond musters and

#### Southwestern THE UNIVERSITY OF MICHIGAN University

RULLETIN BOARD: Positions available

AT GEORGETOWN, TEXAS

Assistant Director of Career Services: Southwestern University is accepting applications for the position of Assistant Director of Career Services. The successful candidate will develop and implement innovative programs to promote career development and employment success for students; provide individual and group career counseling; develop and present career workshops; establish and maintain professional working relationships with employers; seek and identify in opportunities; administer and interpret standard interest inventuries; create informational publications to market career opportunities, workshops and programs to the campus community; publish the Annual Placement Report; oversee the management of the Career Resources Library; monitor the work study budget and initiote and reversee mailings to targeted student populations.

A bachelor's degree (master's preferred) in student development, counseling, or human resources is required. Two years of work experience in career services is preferred. Basic computer knowledge and familiarity with the mission of a national liberal arts and sciences institution are desirable. The successful candidate must possess excellent communication, organizational, and writing skills, as well as expertise in job search methodologies and knowledge of employer recruiting procedures.

methodologies and knowledge of employer recruiting procedures. Southwestern University is a selective undergraduate institution committed to broad-based liberal arts and sciences education. Affiliated with the United Methodist Church, it has over 1200 students and a history of stable enrollment. Southwestern's endowment of more than \$136 million ranks among the highest per student of undergraduate institutions in the country. The University is located in Georgelown, Texas, 28 miles north of Austin, the state capital, and sile of The University of Texas.

Applicants should send a letter of application, resume, and the names, addresses, and telephone numbers of three references to the Office of Human Resources, Job #106, Southwestern University, P.O. Bux 770, Georgetown, TX 78627-0770. Applications will be accepted until suitable candidates are identified. This position will begin July 1, 1992.

Southwestern University is an Affirmative Action, Equal Opportunity Employer.

The NETWORK, Inc., a progressive educational

**Education Researchers** 

quantitative research methodology backgrounds.

Senior position will be responsible for designing

projects including supervision of staff. Persons

In both positions will conduct field research in a variety of sites across the nation. Knowledge of

k-12 science and/or math education desired.

NETWORK, Inc., 300 Brickstone Sq., Suite 900,

Excellent writing skills required. Classroom-

based research experience preferred.

Send resume to Personnel Director, The

Andover, MA 01810. NO TELEPHONE

and coordinating several research and evaluation

research and development firm, seeks

candidates for the following positions:

Seeking senior and mid-level educational

researchers with strong qualitative and/or

DIRECTOR. INTELLECTUAL PROPERTIES OFFICE

the University of Michigan is norking a Director of its intosecus Proporties Office (IPC). The Director will work with University administrators and Laurity to provide Tenturship for an entrepressure technology transfer program.

tochrology transite program

The University of Michigan is one of the forenest public research universities in the United States with an annual research budget in excess of \$100M. The University is committed to moving new techniques into the nurseaptace, premising the economic devicement of the State of Michigan and the Nation, and attengineing by research program of our winth acculation faculty.

The appropriate conductate will have a free formed at the header.

research program of our width acciding thoulty.

The successful candidate will have a track record of significant expedence in reveloping and marketing of new inchnologies, palenting and increasing, intellinated in representations are program and prior responsible positional intellines and inclusing and institute in a resistable. This hearty, capacy to work a complex systems with multiple constituencies, and excellent communication shills are also essential inquiries, applications and communications should be sent to begin in the program of the program of

Marvin G. Parnes

Assistant to the Vice President for Research
IPO Director Search
The University of Michigan
4080 Fleming Administration Building
Ann Arbor, Michigan 48109-1340
Telephone: (3/3) 936-3933
Fax: (3/3) 763-0085

Application materials should include a complete curriculum vitas and the names, addresses, and telephone numbers of three relevances who are qualified to comment on the candidate's professional abilities. Nominations and applications will continue to be accepted until the position is filled. The entiripated data of appointment of the Director, Intellectual Properties Office is September 1, 1932. The compensation package for this position will be highly compliants.

THE UNIVERSITY OF AUCUMDATICAL SALECTION OPPORTUNITY THE UNIVERSITY OF MICHIGAN IS AN EQUAL OPPORTUNITY, AFFIRMATIVE ACTION EMPLOYER WITH STRONG COMMITMENT TO RACIAL, CRATURIAL, AND ETHNIC DIVERSITY



#### THE UNIVERSITY OF TEXAS AT DALLAS **INFORMATION RESOURCES**

Quality candidates are being sought for the following positions within UROs Information Systems division

information Systems division

Computer Services Manager - Student Information System
Responsed to the Into-chee ton, theogra, outdourentation, and supported
11(12) Student Information Systems (Color only) ATMINAL Qualification
should be total degree (preferable antenned), at least 5 years 35 representaliteraride in loging color agreed, goost communication skills, and demonstrated communication with a communication skills, and demonstrated communication to working synthetics. So only sensitive profiled
Communication Services Africance, 12 and and become to Administration.

oung, as well as oranagement responsibilities. Society territive position Computer Services Manager - Data and Society Administrator endinger access, and assuring that access all information systems, to disting in computer related field, at least five years. Is experience on hading a nigh-mum of two in data administration/security roles, excellent withous endi-interpretamal skills, and smoot knowledge of modern data administrator principles. Higher relatation experience advantageous, also MVS, 182 and or ADABAS, NOVELL and UNIX. Security sensitive position.

Résimés will be accepted unit positions are filled. Stating this September 1, 1992, or rather depending or bothing acadidate. Phase word feter district limits acadidate. Phase word feter district finite at the first and salary requirements indication of sex and either ity for Alternative Action statem at purposes is requested, but not required to:

The University of Texas at Dallas Personnel Office I\* O. Box #3066# Richardson, Texas 7508 s 0688

An Equal Opportunity, Alternative Action University 

The NETWORK ...

An Affirmative Action equal opportunity employer.

INQUIRIES

doctorate required for promotion and tenure. Salary: \$24,000. Deadline: July 15 or until filled. Send teller of application, resume, transcripts, and 3 letters of preference in the filled. Send teller of application, resume, transcripts, and 3 letters of reference in the filled. Send teller of application, resumed, transcripts, and 3 letters of reference in the filled send telled. Georgia 20061; tellephone: 912-433-4047, Jan; 912-453-6847. Georgia College, Milledge-1047, Jan; 912-453-6847. Georgia College is an Affirmative Action, Equal Opportunity Employer.

Ilbrary: Washington State University Libraries, Information Technology Librarian. Currently open. Under the direction of the Assistant Director for Library Automation, and evaluation to coordinates and assists in itaming of library and recordinates and assists in itaming of library expensive in automated systems development for the Libraries; assists Assistant Director for Library and recognoment for the Libraries as development for the Libraries and expected to participate research, and evaluation to the academs are apposuned as any faculty and Washington State University in the university's instructional, are made and adversity and participate research and recognized and provide movement to the academic ranks of Assistant Professional Carlos (1992). Washington State University in the university's instructional, are maded in grades 2, 3, and 4, equivalent to the academic ranks of Assistant Professional Carlos (1992). Associate Professor, and Professor, Librarians are expected to be pestablish university departments, participate and made and professor. Associate Professor, and Professor. Associate Professor, and Professor, and analysis related to university in the university's instructional, are made and adversary participate and professor. Associate Professor, Associate Professor, and professor and profe

#### GENESEO DIRECTOR OF LIBRARIES

The State University of New York at Geneseo is a state-useisted, 5,300 student, predominantly undergraduete and least the little of the state of the 5,300 student, predominantly undergraduate residential college located in the village of Geneseo, 28 miles south of Rochester. The College is extremely selective, with SAT scores averaging 1101 (ACT, 27) and freshman-to-sophomore retention exceeding ninety percent. Undergraduate teaching is the College's central and consuming mission, but all faculty are expected to maintain active programs of scholarship.

Milne and Fraser libraries, with an annual budget of \$1.6 million, hold nearly 500,000 volumes, including 3,179 current serials; both libraries offer access to on-line data base searches. Services are provided by the Director, fourteen librarians and sixteen support staff. A major automation program, using MultiLiS, is nearly complete. Both libraries enjoy reputations for outstanding service to the College community.

ice to the College community.

The Director of Librarles is responsible for all aspects of library operations including, with the supproval of the Provost, the allocation of departmental acquisitions budgets. The successful candidate will hold a Master's degree in library science with additional subject Master's or dectorate desirable, and will combine recent experience in progressively more responsible positions in academic libraries with vigorous, collegial leadership and effective communication for the libraries and the broader academic community. Geneseo seeks candidates who can demonstrate experise in information technology, staff development, and external funding opportunities. Salary is competitive, and the preferred starting date is January, 1993.

Geneseo actively seeks diversity among its students, faculty, staff, and administration, and welcomes applications from members of historically underrepresented groups.

Nominations and applications (the latter including a letter of interest, vita, and a list of three references) should be submitted by

Secretary to the Director of Libraries Search Committee
Office of the Dean of the College
State University of New York at Geneseo
1 College Circle
Geneseo, New York 1454

Genesso is an Affirmative Action, Equal Opportunity Employer
Women and minorities are encouraged to apply. ------

#### **Director of Admissions**

Lake Forest College Invites applications and nominations for the position of Director of Almissions. The successful candidate will have a bachelor's degree, a minimum of five years' experience in admissions reflecting growing responsibilities and supervisory expendice, an understanding of liberal arts education, strong communication skills and proven shrifty to work with others.

Lake Forest College is a cherhocational, undergraduate liberal arts institu-tion located. 30 miles north of Chicago, it has an outstanding faculty of teacher/scholars and an 11:1 student-leacher ratio. Sixty percent of students receive College-sponsored tinancial assistance. The diverse student body comes from 45 states and 22 foreign countries.

Duties will include directing and coordinating all admission activities including marketing, recrulment and selection and supervision of a professional/riencal/student staff of 16. A willingness to innovate and experiment with new techniques will be expected. The profitten, which carries faculty status, reports to the Vice President for Enullment Planning.

Applications, Including résumé and two letters of recommendation should be sent by July 15 to:

Francis B. Gummero, Jr. Vice President for Enrollment Planning Lake Forest College 555 North Sheridan Road

Applications from Minorities and Women are actively encouraged.

Associate Director of Special Gifts and Projects

WEBSTER UNIVERSITY

The Associate Director of Special Gifts and Projects will be responsible for expanding the number of donors and increasing donors' level of involvement with Webster University. This individual will solicit potential and existing donors, plan and manage giving cub ovents, organize and implement special events, work with volunteers, and create and edit written

Qualifications include a Bachelor's degree; 3 years' experience in educa-tional fund raising/development with a track record of increasingly success-ful results; initiative and creativity; "team apirit"; effective verbai and

Please send résumé and cover letter to:

Office of Development Webster University 470 East Lookwood Avenue St. Louis, MO 63119-3194

tions: academic library experience, circulation experience, online scarching expericoce, and knowledge of library computer
operations. Salary: 125,000-527,383 dependian on educational preparation and experience. This is a full-time, twelve-month
professional position and it tenuire track,
TIAACREF and other trings benefits.
Send letter of application, résumé, and list
of references to: Bill Parton, Library Director, Arknosas Toch University, Russellville, Arknosas Toch University, Application
deadine is July 17, 1992, or until filled. Anticipated conjunct starting date is August
24, 1992. AA/EOE.

Library: Assistant Dean of Library Services, Responsible for management and supervision of the library. MLS degree from ALA accredited institution, minimum of Spears' propressively responsible library experience, demonstrated administrative experience, demonstrated administrative experience.

sion required. Strong written and verbal communication skills, on-line computer library center experience, experience in grant proposal writing endor administrative experience in an academic library preferred. Compellities salary, outstanding benefits. Send application/resums to Ocean County Colege, Personnel Department, P. O. Box 2001, Toms River, New Jersey 08754-2001 by July 6, 1992. AAJEOE.

objusty, 1992. AANEUR.

Ilbrary: Librarian-Cataloger. The Library of Michigan is seeking a cataloger who would perform cataloging in all formats and all subject areas, in an environment of automated bibliographic control. Master is desired in library Science from an ALA accredited program. Experience in catalogina highly desirable. \$11,42-\$15.51 per hour (approximately \$23,751-\$12,253 annual), plus excellent fringe benefits. Submit a resume and letter of introduction to Ms. Rob-

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Eastern New Mexico University

Director Center for Teaching Excellence College of Education and Technology

The Center for Teaching Excellence was recommended by the New Mexico Commission on Higher Education and funded by the New Mexico Legislature to encourage the application of research on teaching effectiveness and excellence in the public schools within the state. Starting date is January 1, 1993.

Responsibilities: Administer and coordinate the Center. Activities will include but not be limited to: collaborating with other teacher training programs; identifying and disseminating best practices in teaching; establishing close ties with school districts; coordinating activities at all levels to ensure effective flow of information; and conducting annual evaluation and reporting activities. Will be designated adjunct faculty status and hold an administrative position reporting directly to the Dean of the College of Education

Qualifications: Earned doctorate in education; experience in teaching and scholarship to be eligible to be appointed to a senior rank; national or regional recognition in the field of education; demonstrated interest in innovative teaching practices; ability to work well with various constituencles: willingness to travel extensively; academic management experience; adequate fiscal and human resource

Send letter of application, current curriculum vitae, statement of accomplishments in the field of education, and the names, addresses and telephone numbers of at least five professional references to Dr. Julia Rosa Emaile, Dean, College of Education and Technology, Eastern New Mexico University, Station 25, Portales, New Mexico 88130. Screening of applications begins September 30, 1992 and continues until position is filled.

New Mexico is an open records state; therefore, it is the policy of the University to reveal to the public the identities of the applicants for whom outside inquiries have been made or for whom on-campus interviews are scheduled. ENMU hires only U.S. oltizens and aliens authorized to work in the United States and is an AA/EOE.

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#### PROJECT DIRECTOR FOR SPECIAL SERVICES

The position of PROJECT DIRECTOR FOR SPECIAL SERVICES, a federally-funded project, is available at Coming Community College. The project provides individual and group academic and career counseling services to educationally disadvantaged college students. The position requires a Master's degree in Counseling, Educational Psychology or Student Personnel with an emphasis in Developmental or Special Education. A candidate with at least two years' experience is preferred.

This full-time (2-month position offers a salary in the mid-twenties and a full range of benefits, including a 403b plan and TIAA-CREF retirement. Coming Community College is located in Coming. NY in the state's south-em tier. Coming combines the best in small-town twing with a wide range of cultural and sporting activities.

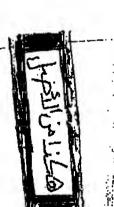
Applicants should submit a letter of application, a résumé, and the names and telephone numbers of three professional references by July 2.1 to the Director of Personnel. Coming Community College, One Academic Drive, Coming, NY 14830. A MEMBER OF THE SUNY SYSTEM, AAFOE.

(nemplaken er unde unde beier graft nonne binneplodeter tip neme dien generalige grafter (t.). in Van Alstine, Personnel Officer, Library of Michigan, 4579 West Allegan, Lansing, Michigan 4879b by 31 July 1992. Equal Opportunity/Access Employer.

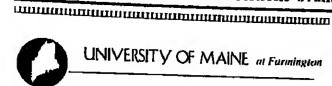
Library: Librarian for Computing Services. Assist with abbrary LAN management and integration of the LANs with campus networks. Support and develop electronic access to library services. Incorporate information System (LIS) developed by the Daighten Memorial Library at Georgetown University. The Cataloging department has 1 FTE professional and 1.5 FTE support and software support for library goffware and software support for library and ware supports for library and ware support

and software support for abrary software and microcomputer-related equipment. Reports to the Head of Computing Services. Requirements: MLS; 3-5 years in health sciences or scademic library; strong working knowledge of DOS and Macintonhoperating systems; working knowledge of word processing, spread sheet and database management software; effective and and written companication kills. Write to Lucrette McClure, Mcdical Librarian, Edward G. Miner Library, University of Rochester Medical Center, 601 Emwood Avenue, Rochester, New York 14642. An Equal Opportunity Employer (M/F).

Libraryz Cataloger/Archivist. Upder the di-rection of the Systems Manager, the new appoints will work with the cataloging staff hadding copy and original cataloging of rosterials in the general collection, in the major hospital affiliate's collection, and ar-chives. Knowledge of NLM/MeSM, LC/ LCSH, and AACR2 Experience with a major biolographic utility (preterably







UNIVERSITY OF MAINE at Farmington

#### Area Coordinator

RESPONSIBILITIES: The Student Life program offers the unique op-portunity to put attudent development skills and ideas to work through your own design. Residence half responsibilities include: community development; management/administration; and professional develop-ment. Responsibilities in the broad area of student services include: developmental work and community building with regard to diversity. QUALIFICATIONS: A Mester's Degree in Student Personnel or related area and residence hall work are preferred. A Bachelor's Degree with 2-3 years' experience in residence life is required. A demonstrated knowledge in the issues and concerns of diversity is essential.

COMPENSATION: Benefits Include: a turnished apartment with utilities, telephone and cable TV; meal plan while classes are in session; health insurance; TIAA-CREF; and tuition walvers. Salary is competitive. This is a ten-month, live-in, flexiline appointment from August 1 to May 31.

THE COLLEGE: The University of Maine at Farmington, founded as a normal school in 1884, is Maine's first public institution of higher education. We offer baccalaureate programs in aris and sciences and tion, in order to preserve our values and traditions as a small New England College, we have chosen to remain an undergraduate institution and to use selective admissions to limit enrollment to 2,000 FTE. Students come from every county in Maine, thirty other states, and a CUMF is proud to be the first institution in Maine to implement gender equity in faculty salaries.

equity in faculty salaries.

THE REGION: Farmington, the county seat, is focated in Maine's western mountains. It is a typical small, rural, New England town. The home of Chester Greenwood (Inventor of the estmulfs), Farmington enjoys unrivated fell follage, line aking, scenio mountain views, pristing lakes and streams, and maple syrup, not to mention cold, snow, black files, and mud and other assorted challenges, Maine's seacoast, famed for its rugged beauty and delicious seatood, is ninety minutes from Farmington. Despite the town's small size and relative isolation, it boasts a regional hospital, several fine restaurants, and a remarkable citizenry which includes talented writers, musicians, artisans, back-to-the-landers, and other rugged individualists including faculty and staff.

and stail.

APPLICATIONS: The deadline is open until a qualified candidate is selected. Send letter of application, résumé, a one-page statement describing how you would address the issues and concerns of diversity on a predominantly white, heterosexual, rural, Maine campus, and the names of three references to: Director of Student Life, University of Maine at Farmington, 5 South Street, Farmington, ME 04938. The University of Maine at Farmington is an equal opportunity, affirmative action emolover.

#### LIBRARIAN OTIS Library automation experience, including

implementation of and/or support for automated library systems, bibliographic utilities, and/or other tools used for information access (I.E. CD-ROM). NOTIS experience desirable

Broad background in technical services, especially with serials and acquisitions. Public service experience a plus.

Teaching or formal training experience would make you a perfect applicant.

We are a fast moving, exciting place to be. Send

Yvonne Mug Manager, Human Resources

NOTIS Systems, Inc. 1007 Church Street Evanston, IL 60201

Ubrarys Associate Director, Denison Memorial Library, University of Colorado
Heath Sciences Center, We seek a flexible
and dynamic individual to oversee all ilbrary departments and coordinate daily operations. This Acuty position functions
with a high degree of autonomy and is the
top administrative officer under the Director. Denison Ebrarian will become non-tenture carofing faculty positions on July first,
requiring new compassis on collaboration all period to the compassis of the control of the
port faculty and support management for
both faculty and support
forth faculty and support
condingly; prepares budgets and monitors
expenditures; coordinates automated systems plantas; devolops policies and procodures. Requireds ALA accredited MLS.
Servar professional library experience, including 2 years supporting a plantas as services.

Library: Circulation Librarias/Department liead, South Dakota State University. 12 month position, open September 1992. Responsibilities: plan, openates, and direct circulation and rescurch services, uning PALS situoration system; supervise stree technicians plus student austranti, oversee technicians plus student austranti, oversee technicians plus student austranti, oversee technicians plus student australia; oversee technicians plus student australia building account of the control of the cont

mated library systems. Desired: experience in academic librarianable; experience with circulation system; seneral knowledge of microcomposites; subject master's desire trequired for rank of Assistant Professor). Minimum salary; instructor (tenn contract) \$26,000; desistant Professor) (tenne track) \$27,500. Senesing of applications will be also July 31, 1992. Send application letter and resume, and have transcripts and three and resume, and have transcripts and three recent letters of recommendation sont directly to Mary Caspen, Circulation Search Committee, South Davis State University Library, Box 2115, Broakings. South Dakota 57007-1098. An AAPEBO employer.

Library. Head of Technical Services. University of North Texas. The Head of Technical Services. University of North Texas. The Head of Technical Services, a newly created position, has administrative apposibility for the canaloging, acquisitions, serials, and binding operations for the UNT Libraries. The Head will be responsible for the consolidation of two existing departments into a single undi. Current setting copalists of twelve librarians, seventeen described staff, and 5 FIR student assistants. Duties include providing leadership in all aspects of technical services, planning for the relocation of the unit, program review and implementation. unit, program review and implementation, evaluation of personnel, and unelysis of costs and efficiency of all technical operations. The Head works closely with other such heads and the administration in the same such that the same such that

to the compenentiate, doctoral-granting institution located in the Dallas/Fort Worth matroplex. UNT, with a student enrollment of
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as deterses, and telephone numbers of at the state three professional references. Send
documentation to Dr. B. Donald Gross, Director of Libraries, University of North
Texas, P. O. Box 3188, Deation, Texas
July 15, but applications will be accepted
until the position is filled. UNT is an equal
opportunity and affirmative action employer and ancourages the applications of women and minnifes.

publications and involvement in professional associations. Appointment will be at the rank of Literaran III of IV with a mind alary of \$40,000. Competitive beneaties package; choice of state or optional religionary of North Texas is a state-assisted, comprehensive, doctoral stantial stationary and submortly work (via a local order of the comprehensive, doctoral stantial stations located in the Dailastfort Worth metrics and the comprehensive of th

PROGRAM OFFICER EAST ASIA

Social Science Research Council

The Social Science Research Council is seeking a full time program officer to complement current staffing of its activities related to East Asia. The program officer will be particularly responsible for the Abe Fellowship Program. Applicants should have a recent Ph.D. in one of the social sciences and skill in one of the languages of the region.

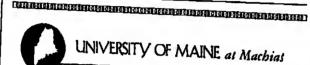
Program officers at the Council typically work closely with committees of leading scholars to develop and administer International fellowship programs, to design and coordinate annual training, methodological, and topical workshops for fellows, and to shape and implement research agentias. The position requires an ability to develop and maintain close working relationships with faculty, graduate students, and academic administrators in U.S. and abroad. Under the supervision of a program director, the program officer will help organize research, Iralning and other Council activities with counterpart Institutions in East Asia.

The Council seeks to foster close collaboration among international area specialists, social scientists and planners around pressing issues of international concern. Candidates for this position should have organizational and administrative experience, broad based intellectual skills, multidisciplinary backgrounds and comparative interests which would contribute to this process.

The position will likely require travel. Council policies encourage program officers to continue their professional development while at the Council. Salaries are commensurate with experience and qualifications. Candidates should submit a letter of application, résumé and three letters of reference to

> East Asia Search Committee Social Science Research Council 605 Third Avenue New York, NY 10158

The Council is an equal opportunity employer



#### **Director of Counseling and Career Development**

Pull-time regular, 10-month appointment to provide individual and group counseling for students along with all aspects of career development and

Responsibilities: Provide individual and group general and career counseling, crisis intervention, and workshops in a variety of related areas; assist in resume writing, interview strategies, and related skills; ald students/aiumni in securing employment; maintain resource library.

Master's degree in counseling or student personnel with emphasis in counsel-ing required. Previous related counseling experience desired. Send letter of application, résumé, and three current letters of reference to: Chairperson of Search Committee, c/o Dean of Student Affairs, University of Maine at Machias, 9 O'Brien Avenue, Machias, ME 04654. APPLICATION DEADLINE; Friday, July 3, 1992.

The University of Maine at Machias, located near the coast, is a 1,000-student, independently accredited campus of the University of Maine System offering undergraduate degrees in education, liberal arts, science and business.

The University is an Equal Opportunity. Affirmative Action Employer.
Women and minorities are encouraged to apply. (विकास महिल्या स्वयंक्षा क्ष्मा क्ष्मा क्ष्मा क्ष्मा क्ष्मा क्षमा क्षमा क्षमा क्षमा क्षमा क्षमा क्षमा क्षमा क्ष

#### CHIEF ADMINISTRATIVE OFFICER

St. Coletta School, Jefferson, Wisconsin is accepting applications for Chief Administrative Officer.

St. Coletta's is a residential facility offering education, job training, community and adult services to 600 persons with disabilities. Its total program for mentally retarded adults, a number of group homes both on and off campus and day care programs for both children and adults. The main Milwaukee, WI. The facility is sponsored by the Sisters of St. Francis of Assisi, Milwaukee, Wisconsin.

Applicants must have at least a master's degree or equivalent in the field of administration, special education or related human services and must be willing to obtain a Wisconsin nursing home administrator's license. Demonstrated competence in administration is also required. Salary is competitive and negotiable based on qualifications and experience. Send complete résumé, transcripts, list of references, and salary requirements by July 10.

St. Coletta
SEARCH COMMITTEE
P. O. Box 1591
Palatine, IL 60078

is responsible for relaming and fundementing the unit is socicles and procedures. The person in his position supervises support staff. Qualifications: A desire's degree in the social supervises support staff. Qualifications: A desire's degree in the supervises support staff. Qualifications: A desire's degree in the supervises support staff. Qualifications: A desire's degree in a sutomated academic library are required. Knowledge of MARC bibliographic and methorities formats, the Library of Compress classification system the Angle-American Cataloning Rules (And cofficion), and current OCLC practice is also required. Experience with sutomated library systems and experience or coursework pertaining to microcomputers and particles of the communication skills (both written and oral) and the inflormersonal skills which are necessary to work collegably and cooperatively with members of the University community and with the ilberty's faculty and staff. Appointment:

Library: Special Collections/Reference Librarian. Washington and Lee University seeks an academic librarian with experience in special collections and reference to fill this dual-role position. Special collections responsibilities: manuscass and develops the university archives, manuscrips, and rure books collections; processes and catalogs manuscrivi and archival materials; implements university records manuscriment plan in coordination with the Administrative Competing Committee and Law School Archivals; provides reference service; prepares onhibits; supervises one full-

Library: Assistant Director for Public Services. Colorado Stale University is secting an innovative Assistant Director. Reporting to the Associate Director, this position coordinates and evaluates ongoing public service programs including, but not limited to: reference; bibliographic instruction; database searching; Intertibrary loan; and senteral access services for services for services.

#### Sexual Harassment Officer (Personnel Analyst I)

Responsible for the development and maintenance of campus programs to address and prevent the problems of sexual harassment, including gender and sexual orientation harassment. Ability to exercise judgment and discretion in applying and interpreting University's Sexual Harassment Policy and guidelines, and to communicate effectively with faculty, staff and students essential. Bachelor's degree and two years of human relations experience required. Previous experience with sexual harassment programs preferred. Salary range \$26,820-41,172.

We offer a salary commensurate with your experience and education, and a comprehensive benefits package. Resumes only accepted with completed applications. For an application, telephone (919) 990-3200 (Toll Free Research Triangle Area) or (919) 962-2991 or apply at: Employment Department, Office of Human Resources, The University of North Carolina at Chapel HIII, CB #1045, 725 Airport Road, Chapel Hill, NC 27599-1045. An Equal Opportunity/Affirmative Action Employer.



#### SOUTHERN METHODIST UNIVERSITY Dallas, Texas

#### ASSOCIATE DIRECTOR **HUGHES-TRIGG STUDENT CENTER**

Reporting to the Director/Assistant Vice-President for Student Affairs, the Associate Director is responsible for overseeing the day-to-day operation of a comprehensive student center herbiding reservations, horsekeeping, room set-ups, audito-visual support, building maintenance, and auxiliary operations; direct supervision of five area managers.

QUALIFICATIONS: Preference is given for candidates with a Master's de-gree in field related to college paton administration or histories; Bachehr's degree is required. Prior experience in complex organization as a manager is essential. Extensive experience may be substituted for advanced degree. APPLICATION PROCESS: Applicants should send a letter of application resume, and the names and telephone numbers of at least three professional references postmarked by July 10, 1992 to:

Associate Director Search c/o Hughes-Trigg Student Center Box 436 Southern Methodist University Dallas, TX 75275

Southern Methodisi University is an Equal Opportunity, Affirmative Action Employer.

This position is a full-time, twelve month, tonure-track appointment with faculty atalus and academic rank, interested candidates should forward a letter of application, a current vita, and the paties of at least University of Tennesses of at least University of Tennesses at Chattanooga, 1615 McCaille Avenue, Chattanooga, 1615 McCaille Avenue, Chattanooga, 1620 McCaille Avenue, 1620 McCaille Avenue, McCaille Avenue, McCaille Avenue, McCaille Avenue, 1620 McCaille Avenue, 162

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#### Virginia COMMONWEALTH UNIVERSITY

#### 2 Positions

VCU is a publicly-supported urban, research university in Richmond, Virginia, serving 20,000 students on the academic campus and the Medical College of Virginia. The library uses NOTIS, Faxon SC-10 for 13,000 active serials, and OCLC. The library has 1 million volumes with a \$3.8 million materials budget.

**RULLETIN BOARD: Positions available** 

Both positions require ALA-accredited MLS. Strong service orienta-tion; excellent and and written communication skills; positive inter-personal relations; initiative and creativity; ability to meet require-ments for faculty advancement, including professional service and

#### Head, Acquisition Services Department

Provides dynamic and innovative leadership for 1 librarian and 20 classified staff. Administers pre-order searching, ordering, receiving, and claiming for all library materials on academic and medical campuses, and manages access to current periodicals and microforms at two service desks. Prefer successful managerial and supervisory experience; substantial experience with acquisitions, serials control, and publishing; awareness of trends in electronic publishing; experience with an automated acquisitions system. \$33,000 minimum.

#### Catalog Librarian

Catalogs monographs, serials, and special format materials. Coordinates authority work, searching, and backlog control. Supervises two lerks and students for OCLC searching and production. Helps train trevise work of library assistants. Prefer experience with OCLC, CR2, LCSH, MeSH, LC classification, and NOTIS; foreign language; background in sciences. \$25,000 minimum.

Review of applications will begin August 15, 1892, and continue until position is filled. Submit resume and the names and phone numbers for three current references to: John Duke, University Library Services, Virginia Commonwealth University, VCU Box 2033, Richmond, Virginia 23284-2033. Complete job descriptions and qualifications

Virginia Commonwealth University is an Equal Opportunity, Affirmative Action Employer. Minarities and women are encouraged to apply. Experience working in a culturally diverse environment highly preferred.



#### **Director of Corporate** and Foundation Relations

Connecticut College seeks an ambitious and energetic professional connected Contege seeks an announces and energetic processional to be a part of a small, successful fundraising team. The position offers an opportunity for a creative individual to seek major commitments from corporations and fundations within the framework of a comprehensive campaign. The Director reports to the Director of Development and works closely with the College President, Vice President for Director and works closely with the College President, vice President for Development and College Belations, and faculty. Some

The College, recently named in US News and World Report as one of the top 35 Laberal Arts Colleges in the country, is entering the third year of its strategic plan. Several ithitatives — especially the Center for international Studies and the Liberal Arts and the High School Summer Advancement Program — have created a fertile atmosphere for identifying, cultivating and newarding curporate and foundation

Requirements include a college degree, the ability to organize and motivate faculty as well as a Corporate and Foundation Committee; excellent written and verbal communication skills. Candidates must be foundation. have five years' experience in higher education fundraising in the corporate/foundation area; a successful track record with federal grants perferred; experience in funding campaign initiatives a plus-

Inquirles, including a resume and three references, may be directed by July 3, 1992 to:

#### Connecticut College The Office of Human Resources, Room 111-C

270 Mohegan Avenue New London, CT 06320 Connecticut College is an Equal Opportunity Employer

and interpersonal skills. Ability to utilize new technologies and to adapt library procedures to meat changing needs of students and faculty members. Responsibilities; and faculty members. Responsibilities; provides reference services and bibliographic lastructure to undergraduates, graduate tudents, and faculty in agriculture and bibliographic lastructure to undergraduates; graduate students, and faculty in agriculture and bibliographic community. Participates in the management and operation of the hours; share mean and operation of the hours; share mean and operation of the hours; share responsibility for online searching and CD-ROM capagement; performs justice and technical services activities. Reports to the result of the Life Sciences Library. Status and steponsibilities, Twelve month appointment with anously vacation of 22 working days. Flexification and search and an an TLA-CREF returned and Social Security coverage, Sniary: 530,000 and up depending upon qualifications. Application

trodhed). Degree or exparience in Chemistry, Biochemistry, or Biological Sciences with strong emphasis in Chemistry. Ministry, or Biological Sciences with strong emphasis in Chemistry. Ministry of two years of grofessional experience, preferably in a Science frechonology experience including scomputer-based in Chemistry. Desired qualifications: reference brazilion formulation computer-based in provided in the position is filled. An Equal Opportunity, Affirmative Action Employer.

Library / Library Science: University of South Florida, Tampa Campus I Jorary (1 positions). The University: USP is the recond largest of nine universities in the State University System of Florida (SUS). The central Tampa Campus, and regional campuses in St. Petersburg, Sarasota, Ft. Mycrs, and Lakeland have a combined enrollment of over 32,000 students. The centralized Tampa Campus Library has 42 librariens and 75 support personnel. Library holdings of over 800,000 volumes, 4,000 periodical ritles. Federal and state documents depository, special collections and archives. The library participates in an SUS-wide online catalog using NOTIS software. Applications are invited for the following positions, interlibrary Lean Libraries: Position will coordinate activities involving access to revearth materials needed by Tampa Campus faculty and graduate stimuna catalogs are reviewed by pairing a other calculus and graduate stimulations.



#### Kent School **DIRECTOR OF ANNUAL GIVING/**

Kent School, a coeducational secondary boarding school (enrollment 525) in northwest Connecticut, seeks candidates for the Director of Alumni Glying/Alumni Secretary position.

**ALUMNI SECRETARY** 

ni Giving/Alumni Secretary position.

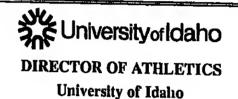
The Director is responsible for the organization and administration of the Annual Alumni Fund, Parents and Friends Annual Funds and Reunion Giving Programs which are currently being run in the context of a major capital campaign. The position entails working closely with the Alumni Council and Class Secretaries, representing over 6400 alumni/ae, and Parent Committees. Additional responsibilities include coordinating and implementing phonathon activities, area receptions and campus alumni events including Reunions. Gif acknowledgment and other stewardship activities are also significant accountabilities. The Director publishes an Annual Giving Report, contributes to an Alumni news section of the School newspaper, and periodically organizes the publication of a new Alumni Directory. The Director supervises several staff members and works closely with development officers and faculty.

Kent School seeks an articulate, motivated and organized included in the second contribution of the School seeks an articulate.

Kent School seeks an articulate, motivated and organized individual possessing a bachelor's degree. Previous development experience preferred. Review of applications will begin immediately with appointment to be made by September I or shortly thereafter. Please send nominations and applications to:

Mary F. D'Ignazio Barnes & Roche, Inc.—Executive Search 919 Conestoga Road, Building Three Rosemont, PA 19010

Kent School is an equal opportunity employer.



Moscow, Idaho The University of Idaho invites normations and applications for the position of Director of Athletics. The University of Idaho is the lambgrant and research institution for the state of Idaho, and is a Division I member of the NCAA and Hig Sky Athletic Conference playing Division IAA feedball. The university has an emplarent of 10,500 students and spansors a total of 14 intercollegiate sports for non-university. The Director of Athletics has full responsibility for providing lendership and management for the combined intercollegiate program for men and women and reports directly to the President of the University.

The successful candidate will have a combination of the following characteristics: management experience with a successful intercolleging athletic program, demonstrated integrity and high ethical standards, a commitment to the academic achievement of audient athletes, a commitment in both men' and women's sports programs, demonstrated abilities is the areas of leadership, public relations, human revources, fund raising, promotions, an unexpectangle commitmentations. The auccessful athletic program through the diverse challenges of the future. A backetor's degree is required with a master's degree preferred.

To apply, send letter of application, resume, references, and arrange to have three letters of recommendation sent to: W. Hat Godwin, Ph.D., Vice President for Student Affairs, University of Idaho, Moscow, ID 3384).

Nominations about the admitted as soon as possible. The search procedures will con-clude when a nufficient number of qualified applicants have submitted formal applications, but no accord than July 10, 1992.

The University of Idaho is an equal opportunity, firmally action employer and educational invitation.

#### DIRECTOR OF SPONSORED PROGRAMS

The College of Charleston, the thirteenth oldest college in America, is seeking to fill the position of its Director of Sponsored Programs. The College of Charleston is a comprehensive, liberal and institution located in Charleston, South Carolina. The College has approximately 9,000 students (7,500 undergraduate/1,500 graduate) and 300 full-time (acuity. The College of Charleston is one of the senior public colleges in the South Carolina System of Higher Education.

The Director of Sponsored Programs is responsible for the administration of all aspects of funding for sponsored projects; coordinating grant activity, and stimulating funded research at the College of Charleston. The Director of Sponsored Programs reports to the person responsible for the university component, which houses the graduate and professional/community services components of the College of Charleston.

Candidates should have research program administration experience; a record of successful grant-writing; and a commitment to excellence in scholarship, research and teaching. A Master's Degree in an appropriate field is required and a terminal degree is desirable. Salary will be dependent upon confidential and excellence. Please send three letters of recommendation, all transcripts, and a current

We especially encourage applications from minorities and women for this position. The College of Charleston is an EEO/AAE Employer, 

3 FTE clerical positions, a part-time temporary librarian, and 70 hours per week of antologia assistants. This position reports to the Head of Access Services. Qualifications: Required—ALA accredited Master's Degree; minimum of 2 years' responsible professional experience after receiving the MLS. Some appropriate professional non-library experience or responsible non-professional library experience may be substituted. Preferred—interlibrary lone experience with OCLC and the ILL, subsystem; experience in reference everyces, including online yearching and a knowledge of standard performance services.

3 FT E clerical positions, a part-time temponary librarisa, and 70 hours per week of
shident assistants. This position reports to
the Head of Access Services. Qualifications: Required—ALA accredited Master's
Degree; minimum of 2 years' responsible
professional experience after receiving the
MLS. Some appropriate professional nonflessional library experience may be substititled. Preferred—interlibrary loan expernence in an academic library; experience
with OCLC and the ILL, subsystem; experience in grismace tervices, inclusing online searching and a knowledge of standard
reference services; successful supervisory

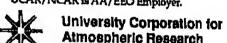
#### **BUDGET OFFICER** Boulder, Colorado

The Controller's Office at the University Corporation for Atmospheric Research in Boulder, Colorado, 30 miles from Denver, has an immediate opening for a Budget Officer.

The qualified candidate will prepare the annual UCAR Central Administration budget and monitor budgets of all UCAR entities and consolidate the Entity budgets of to compile annual UCAR projections. He/she will ensure budgeting consistency with government regulations and compli-ance with the UCAR Cost Accounting System and compliance with Federal Agency reporting.
Requirements include: BS in Public Administration,

Accounting or Finance or equivalent combination of education and experience; minimum of 8 years in budgeting function of an organization with operating division or sub-sidiaries with experience in consolidation of budgets, at least 4 years must have been in a role of either supervision or senior level budgeting in a Federal government funding anvironment; extensive understanding of and experience in dealing with cost accounting principles and their application in a multi-division institution, including knowledge in the in a multi-division institution, including knowledge in the development and application of indirect costs; experience with automated budgeting systems; demonstrated skill in designing complex budgeting systems that involve cost accounting in a multiple discipline organization; demonstrated skill in applying quantitative methods to budget analysis and projection, including use to electronic spreadsheets and upload/download use in the budgeting system; demonstrated oral and written computation skills; demonstrated strated oral and written communication skills; demonstrated skill in working independently with people at senior levels of the organization and with people of diverse backgrounds; demonstrated skill in using judgement and discretion in handling confidential matters; demonstrated skill in working efficiently in stressful situations; and demonstrated interpersonal and human relation skills. Salary range is \$4,113 -6.179/month.

To apply please send cover letter and resume to UCAR Human Resources Department, P.O. Box 3000, Boulder, CO 80307. Please refer to Job #1613 on all correspondence. Applications for this position will be accepted until 5:00 p.m. on July 2, 1992. UCAR/NCAR is AA/EEO Employer.





Oklahoma State University College of Osteopathic Medicine

#### **Director of Educational Resources** and Development

Provides direction for the design, implementation, and utilization of academic support activities for the education programs of the college, including evaluation and curriculum design and instructional materials development. Requires doctoral degree in related area, three years of appropriate experience in academic support programs, demonstrated administrative skills, computer literacy, and good oral and written communication skills. Prefer additional years of experience and/or experience in osieopathic medical education. Resumes reviewed beginning June 30; position open until filled. Reply to:

Thomas Wesley Allen, D.O. Provost/Dean Oklahoma State University College of Osteopathic Medicine 1111 West 17th Street Tulsa, OK 74107

Affirmative Action/Equal Opportunity Employer

catalog with other majaframe-mounted da-tabases, 11 CD-ROM workstations, uses OCLC, RLIN, Distor and other vendors 13620-5400; Telephone; \$1374-4721, Re-

336.05400; Telephone: \$1,3974-772i. By Florids Law, applications and meetings reparting the search are open to the public. The USF Tamps Campus Library is committed to cultural diversity. USF is an AAY EEO lostitution. Minority candidates are encouraged to apply.

eccuraged to apply.

Ufa Sciences Instructor/Director. Tyler Junior College. Tylor, Taxas, seeks an Individual for the position of the actences instructor/director, a mine-mooth instructor/director position responsible to the dean of science and mathematics. Master's degree with 18 graduale hours in life sciences the dean of a close and mathematics. Master's degree with 18 graduale hours in life sciences the degree with 18 graduale hours in life sciences the or about a part of the property of proton available on or about August 1. Application deadline July 6. To apply, seed letter of interest and feature to Director of Pertonnel Services. Tyler Junior College, P. O. Box 9000, Tylor, Texas 75711. More information may be obtained by calling the Personnel Services office, 9015 (0-2419. Tyler Junior College does not discriminate against any applicant for amplyment because of page, color, national origin, see, see, bardeep or finited Engils profelescy.



#### **Director of Admissions UNIVERSITY OF HOUSTON**

The University of Houston, a major research university in a dynamic urben environment, invites applications and nominations for the position of Director of Admissions. The University of Houston offers a full range of undergraduate, master's, doctoral and professional programs to over 33,500 students. In 1991 the University of Houston ranked to over 33,500 students. In 1991 the University of Houston ranked allevanth among the nation's public universities in attracting frashman marit echolars and annolfs over 1,200 students in its Honors Program. Over 37% of the university's incoming students are transfer students. The student body is 10% Asian, 8% African-American; 10% Hispanic; 6% international; 1% Native American; and 65% whits haverage age of the student body is 28, 41% are between 18-22 years of age. Forty percent are enrolled part-time. Located on a 525-acra, beautifully landscaped compus three miles from Houston's business and theatre district, the university earves students through 13 colleges and schools.

The Director of Admissions, who reports to the Associeta Vice President for Academic Management in the division of the Senior Vice President for Academic Affeirs, provides leadership, coordination, and assistance in the recruitment and edmission of students. The successful candidate will (1) know how to recruit students effectively from diverse markets targeted in the university's enrollment management plan; (2) know how to manage an efficient, effective admissions process in a diverse and complex environment in coordination with all the annollment services offices and the colleges; (3) strongly embrace and exhibit a customer-oriented philosophy, providing a role model for an admissions staff already focused on serving students.

The university seeks a leader with solid academic and administrative experience, a fundamental commitment to the grademy and its stu-dents, and excellent communication and interpersonal skills. Prefer-ence will be given to candidates with admissions experience in complex

A letter of application should be accompanied by a résumé and the names, addresses, and talephone numbers of 3 references, along with any supporting materials the cardidate wishes the committee to consider. Initial screening of candidates will begin July 15, 1992. The search will continue until the position is filled. Please send all meterials

Search Committee: Director of Admissions ofo Office of the Senior Vice President for Academic Affairs University of Houston, Houston, Texas 77204-2162

The University of Houston is an Equal Opportunity, Affirmative Action Employer and ancourages applications from women and minorities.

#### **GRANTS SPECIALIST**

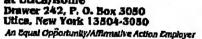
Search Reopened SUNY Institute of Technology

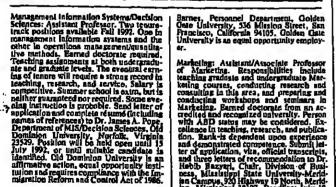
at Utica/Rome Responsible for all aspects of grants writing and administration, including identification of funding sources and developing successful grant applications. Report to the executive vice president for aca-

QUALIFICATIONS: Master's degree required and 3-5

years of full-time grants experience, preferably in an academic setting. Strong communication and inter-personal skills essential. Salary commensurate with Send letter of application, resume, three references and select list of grant or contract involvement by July 17, 1992 to:

Mr. Anthony Panebianco Director of Personnel/ Affirmative Action Officer SUNY Institute of Technology





migration Reform and Control Act of 1986.

Management Information Systems: Astispant/Associate Professor, Golden Gate University is inviting amplications for a full-time position in the Department of Information Systems for the 192-93 scadenic year. Responsible for teaching undergradulate and ardusts level information systems courses. Qualifications include an earned doctorate in Management Information Systems, or related field such as Business Quasilitative, Production/Operations Management, or Operations Research (with an emphasis in MIS). Several years infill-time goverleder in teaching MIS in a school of business required. Applicables should have a record of abolint publications in MIS. Application should have a record of aboling subjective involvement, and administrative and student savistic experisation and cantendum was by July 13, 1992 to: H.

and three letters of recommendation to Dr. Habib Bazyari, Chair, Division of Business, Mississippi State University-Medician Camous, 920 Highway 19 North, Meridian, Kississippi 39307. Deadine: July 10, 1972, or notil position is filled. MSU is an AA/BEO Employer.

Mais Communication: Two Assistani/Associato tenure-truck positions. Position (1)—Advertising and Position (2)—Public Relations. Each position requires teaching a variety of courses such as principles, strategies, campetans and deaktop publishing. Ph.D. in Journalian/Mass Communication or related discipline proferred. ABDs or master's degree with extensive professional experience considered. Teaching experience professional experience preferred. Salary communication and experience. Send application letter, vita, names, addresses and telephone numbers of at least three preferred solutions. A newfoot, Chair, Department of Mass Communication.

#### Director

#### Center for the Enhancement of Teaching UNIVERSITY OF NORTHERN IOWA

The University of Florithem lows seeks applications and nominations for the position of Director of its newly established Center for the Enhancement of Teaching. The purpose of the Center is to assist and support individual faculty in their ongoing elions to provide quality educational experiences. The Director will have the opportunity to:

- coordinate and/or offer short workshops or seminars
   provide individual consultation regarding curricular design, leaching materials, and
- presentation style a explore and develop the application of energing technologies for the enhancement of
- teaching

  disseminate information through a Center newsletter
  develop a repusitory of post-secondary teaching-related information

The Directorship is a full-time administrative (10-month) appointment, reporting directly to the Provost or designated staff in the Office of Academic Atlairs. A lenured or lenure tack appointment in an academic repartment is possible. Salary is competitive and hased upon experience and qualifications.

University and Community: One of three state-supported universities in Iowa. UNI is a comprehensive university offering undergraduate, master's and selected flot total degrees. The university has five undergraduate colleges, a graduate cullege, approximately 15% faculty and 1,3,000 sudens. One recent national survey (1990) placed UNI in the top five percent of 561 public regional Institutions. The Cedar Falls-Waterloo community, with a population of just over 100,000, has a full range of educational, cultural, merical, and recreational programs and facilities.

Qualifications: A terminal degree with service as a faculty member in an institution of higher education and interest in faculty development are required. Administrative, research, or faculty development experience related to university level instruction is preferred. The university encourages applications from minority persons, women, distalled persons and Vietnam era veterans.

Review of applications will begin June 22 and continue until the position is filled. Please send a cover letter, vita and the names, addresses and phone numbers of three references

Aaron Podolefsky, Dean College of Social and Behavioral Sciences 117 Sabin Hall University of Northern lossa Cedar Falls, Iowa 50614-0403 FAX (319) 273-2222, Phone (319) 273-2221 An equal opportunity educator and employer oth a comprehensive plan for Affirmative Actio

#### **GEORGETOWN**

#### **DEVELOPMENT INFORMATION SYSTEMS** COORDINATOR

Georgetown College in Kentucky is seeking a Development Information Systems Coordinator to work in the Office of Development. This individual will coordinate the development, maintenance and enhancement of computer support systems for the Development Office, will recomment new or revised information systems and will assist with the implementation of approved recommendations. The coordinator will participate in the planning and munituring of data processing activities, developing a clear understanding of project problems, schedules and priorities to make maximum use of computer capabilities in development work.

The job requires knowledge equivalent to that acquired in a four-year criticate degree program in Computer Science, Programming or Information Systems; one to three years of related and progressively more responsible or expansive work experience in programming, computer systems development, analysis and design; or an equivalent combination of education and experience. Applicants with development experience will be given first consideration. Familiarity with CAPS will be helpful.

With an enrollment of 1500-1600 and located in the bluegrass area multi of Lexington, Georgetown College is a private, four-year liberal arts college com-mitted to providing an education of high quality in a Christian environment.

Sexti résumés to: Director of Development Georgetown College 400 East College Street Georgetown, Kentucky 40324

#### STOCKTON STATE

COLLEGE

ABSISTANT DIRECTOR OF ADMISSIONS. August 15, 1992. Assist with the development of all admissions marketing/recruiting strategies; currespond with, intervisus, evaluate and select applicants for admission; represent the college at statewide day and evening high school/community college and community recruitment programs; assist staff with special recruitment programs and in developing annual recruitment strategies; and other duties as assigned. QUALIFICATIONS: Meater's degree; outstanding candidates with Bechelor's degree and evidence of progress toward a graduate degree will be considered. Excellent communication skills (written and oral). Evidence of successful admissions experience. Experience with information Associates SiS preferred. Musi be willing to travel extensively and hold a valid driver's license. SALARY; 927,496, may be higher depending on qualifications, experience and increases in the New Jersey Higher Education Compansation Plan. Send letter of application, resume and 3 references to Sei Cataliamo, Deen of Admissions, Stockton State College, AA23, Pomons, New Jersey 08240. Screening will begin July 6, 1992. Stockton is an AA/EOE. Women and minorities are encouraged to apply. R203884.

Mass Communicaliant California State University, Hayward, Department of Mass Communication. Lecturers, Magazine and Television. We have full-time lecturar positions in Masszine and Television beginning in September, 1992. The person selected for the position of lecturer in Magazine must be qualified to teach masszine article writing, page layout, editing and related theory courses. The person selected for the position of Television must be equilified in techniques of studio, documentary and news production, including related theory courses. Salary: Competitive. M.A. in an appropriate discipline required. Candidate should postess either models, thestry, or university teaching experience. Both are

preferred. CSUH enrolls approximately 12,500 students on a picturesque, hilitop campus overlooking San Prancisco Ray. Application deadline: June 20, 1992. Send letter of spellcation, resumé, and names and phono numbers of three references to: Robert L. Terrell, Chair, Department of Mass Communication, California State University, Hayward, Agaivent, California 94542; IS 189 831-3292. Because CSUH has a diverse student body and seeks faculty who reflect this diversity, misority and women candidates are encouraged to apply.

Mass Communication: Two Assistant/Associate tenure track positions. Position (1) Advertising and Position (2) Public Relations, Each position pendures teaching a variety of courses such as principles, strategies, campaigns, and denktop publishing. Ph.D. in Journalism/Mass Communication

#### Assistant Director Harvard University Library for the Depository

The Harvard Depository is a high-density storage facility, specially designed for storing all paper-based materials and non-print media. Located in Southboro, Mass, the facility is equipped with 300,000 linear feet of shelf space, and provides 24-hour or emergency access to books, records, microforms, artifacts, and other media. The position, based in our Cambridge, Mass, campus offices, calls for a professional to travel extensively to the Southboro facility and oversee all Depository operations and services. You will supervise a staff of nine; market services and promote customer relations; develop a document delivery program; and work with the Associate Director to develop and manage a five-year business plan. You will also maintain cost accounting procedures and prepare annual budgets.

Onalified candidates will have a college degree, highly developed interpersonal skills, and proven experience with automation and other technologies applicable to libraries and/or storage facilities, MLS and/or MBA, along with an understanding of the business/marketing aspects of running a cost-recovery facility or experience managing a complex financial organization, preferred.

Interested candidates, please send resume and cover letter stating salary requirements to: Malcolm Hamilton, Harvard University Personnel Librarian, Wadsworth House, Cambridge, MA 02138. Harvard University upholds a commitment to affirmative action and equal opportunity.



#### **AUGUSTA COLLEGE**

A Senior Unit of The University System of Georgia

#### REGISTRAR

Augusta College invites nominations and applications for the position of Registrar.

Augusta College, a comprehensive senior unit of the University System of Georgia, is located in Augusta. Georgia, this second largest metropolitan area in the state. The College, with an envolution of 5,000 students, offers associate, baccalaurente, master's, specialist in education, and cooperative doctoral degree programs. The commutative has several other educational institutions, including the Medical College of Georgia, Patrio College, and Augusta Technical Institute, with which Augusta College has excellent working tolationships.

cal Institute, with which Augusta Crillege has excellent working transcrange RESPONSIBILITIES: Formulate the plane, goals, and budget for the operation of the Registrat's Office; plan, condinate and supervise all activities related to scheduling, registration, and maintenance of analysis records, supervise and direct the professional and clarical staff, inclining the Office of Veterans' Affairs, serve as a reasoned for the interpretation of University System policy, and local, state, and federal index and regulations pertaining to academics; assist with development and implementation of an enhanced, online student information system, and certify candidates for graduation. The Registrar reports to the Vice President for Acutemic Affairs.

QUALIFICATIONS: Master's degree prefurred and significant administra-tive experience in registration, admissions, and/or student records, effective analytical, interpersonal, and communicative skills, and a broad knowledge of computerized registration and records

APPLICATION PROCESS: Send a letter of application and a résumé to: William M. Dodd, Chair

Registrar Search Committee Augusta College 2500 Walton Way (10) Augusta, Georgia 30910

Applications and resumes should be received by the committee no later than August 15, 1992. Augusta College is an Equal Opportunity, Affirmative Action Institution. We especially encourage applications from women and minority candidates.

\*

or related discipline preferred. ABDs or Master's degree with extensive professional experience considered. Teaching experience preferred. Salary commensurate with qualifications and experience. Sand application fetter, vita, names, addresses and telephone numbers of at least three references to: Dr. William A. Neviuut, Chair. Department of Mass Communication, Telegon Dakota, Vermilion, South Dakota, Vermilion, South Dakota 57009, Review of applications begins June 29, 1992. Search will continue until positions are filled. Starting date of August 15, 1992.

Mathematics: Instructor/Assistant Profespor, Clayton State College, Requirements
include a Master's degree in Mathematica
or in education with a strong mathematica
focus and post-secondary teaching experience required. Experience teaching scademically disadvantaged students referred. Please call or write for a Clayton
State College application by June 30, 1992.
Please contact Dr. Judy C. Brown, Department of Developmental Studies, Clayton
State College, P. O. Box 285, Morrow,
Georgia 30260; 404-961-3470, Georgia is an
open records state. AA/IEOJ.

Mathematics: Atlanta Metrophitan Col-less, a non-residential two-year unit of the University System of Georgia, announces the opening of a full-time, non-tenure-irack Mathematics faculty position effective Sep-tember 1, 1992 Located in the southwest-em section of the city. AMC draws atl-douts from throughout the metropolitan area, The predominantly African-American student body warles widely in age, back-

ability is required. Experience in the use of computers, computer programmen, so computers-assisted instruction is hard. Appointment will be made at faculty man and sutary based upon qualifications and experience, within the budgetay parameters to the Cullege and detailed vite, a kerner. Tu apply, send a detailed vite, a kerner. The application, and coyies of official passerpist, to Dr. Barbara Mornan, Chak, he stripts to: Dr. Barbara Mornan, Chak, tu ural Science and Mathematics Borth. Atlanta Metropolitus College. Autan. (Georgia 30310. All material should be received by July 6, 1992; application received after this date may be considered until the position is filled. AMC is an Equipoporumity, Affirmative Action fauther.

#### Columbia University Libraries

Librarian, Rare Book and Manuscript Library

The Librarian is responsible for leading one of the world's pre-enument collections of rare books and manuscripts. Located in the nation's publishing center, the Rare Book and Manuscript Library contains over \$10,000 rare books and 26 million manuscripts in separate rare books and manuscript

departments.

The Rare Book Department has significant holdings in all subjects areas except law, architecture, health sciences, and East Asian languages. The collections are particularly strong in English and American herature and listory, Greek and Latin classical authors, sources of education, mathematics and astronomy, economics and banking, history of theatre, photography, history of printing, and New York City politics. Medieval, Renaissance, and Near and Middle Eastern manuscripts are also housed in the rare Book Department, along with caneiform tablets, epigraphical speciments, papyrii, pantings, drawings, maps, posters, portraits, and mathematical instruments.

ments.

The Manuscript Department is the University's major repository for the extensive collections of original papers, letters, manuscripts and documents; the holdings include resources in nearly all subjects and academic disciplines, especially English and American history and literature, American publishers and literary agents, business and banking, librarianship, international affairs organizations, social work, oral history, and Russian and East European listory and culture. The Library also administers the Herbert H. Lehman collection and suite, concerned with New York state government and U.N. Relief and Rehabilitation Administration materials.

Relief and Rehabilitation Administration materials.

The Librarian is directly responsible for fund raising, a robust acquisinon-through-gifts program, and liaison with the faculty; and oversees all collection development, preservation, exhibition, pre-cataloging, technical processing, manuscript processing, and publications programs. The Librarian also works closely with the Columbia University Libraries Friends Group. Reporting to the Resources and Special Collections Groups Director, the Librarian frequently serves in the role of deputy director.

Chirarian frequently serves in the role of deputy director.

Qualifications inclinde successful experience leading a special collections library or a comparable institution; interest and success in fund raising; knowledge of rare books and manuscripts; the ability to work harmoniously with colleagues throughout the library system; the capacity to build support for the advanced research and curricular needs of the University; and an accredited MLS, or advanced degree in an appropriate subject area.

Salary from a minimum of \$50,000. Excellent benefits include assistance with University housing and unition exemption for self and family.

The Search Committee will begin screening applications on September 1, 1992, continuing until the position is filled. To apply, send letter of interest, résumé, and names, addresses, and phone numbers of three references familiar with your professional work to:

Kathleen M. Wibshire Director of Personnel Box 35 Burler Library 538 West 114th Street

AN AFFIRMATIVE ACTION, EQUAL OPPORTUNITY EMPLOYER

#### **Database Administrator**

Darimouth College seeks an energetic and experienced person for the position of Database Administratur (DBA). Reporting to the Director of Administrative Computing, the DRA will provide leadership in efficient database design, assist in the implementation, operation and tuning of databases and database management software, and support college

Recognized as a leader in educational computing. Darimonth is a completely networked residential computs where nearly every staff member, student, and faculty member has the use of a personal computer (predominantly MacIntush®) supported by diverso network services. Dartmouth also supports an array of mainframe computers, with most host-based administrative computing currently running under VAX/VMS® and an SQL-based DBMS (Oracle).

under VAXVMS" and an SQL-based DBMS (Oracle).

Applicants must be able to demonstrate substantive experience in data modelling and relational database design, database administration including use of data dictionary software, the design and programming of complex information systems, and the ability to remain productive when faced with multiple competing profises. An ability to work both independently and couperatively is required. Excellent interpersonal and communications skills are essential. Experience with data access and data security issues is required. Experience with VAXVMS, Oracle or SQL preferred. Experience with the Macintosh® or in higher educational administration is a plus. Minimum qualifications: Bachelor's degree and six or more years of experience; or the equivalent.

Please send a letter of application, returns, approximate salary require-

Please send a letter of application, resume, approximate salary requirements, and the names and telephone numbers of three references to: William Barry, Director of Administrative Computing, Computing Services, Dartmouth College, 6209 Clement Hall, Hanover, NH 03755-3574.

Please respond via U.S. Mail. Acknowledgment of receipt of application will be returned, along with a job description. The review of applications will begin July 15, 1992, and will continue until the position is filled.

arrangasa University, Assistant Professor of Mathematics and Computer Science, SAU is seeking applications for an Assistant Professor of Mathematics and Computer Science for Fall, 1992. Duties include teaching undergraduate mathematics courses; scholarly activities; university and departmental committee work; assisting in securiting and advising students; assisting in the design of undergraduate curricula in applied mathematics. Outsifications: MA or MS in mathematics; considered forcease in mathematics preferred. Profession in the design of undergraduate curricula in applied mathematics, reading, and understanding in preaking, reading, and understanding in preaking, reading, and understanding in preaking, reading, and understanding the Eruslin learning. Ability to work well with others. Basic computer skill be given preference. Strong despre to teach undergraduate mathematics, This is a permanent feature track position with doctorate. Salary and rank commensurate with qualifications. In addition, SAU offers and excellent fines benefits package, While the primary unphasis at SAU is on high quality teaching to undergraduate students.

annel, P. O. Box SVCC, Richiands, Vir-siola 24641; (703) 964-7317. EOE/DV.

Addhematics / Computer Science: South-ern Arianna University, Assistant Profes-sor of Mathematics and Computer Science. sion is nileo and will be reviewed as re-ceived. Interested persons about send a letter of interest, resumé, and the names, addresses and slephone numbers of three people who may be contacted as references to: Personnel Office, Southern Artisassa University, SAU Box 1288, Magnolla, Ar-kansas 71752; Telephone (501) 235-4008. Affirmative Action, Equal Opportunity Employer.

Mathematics Education: Assistant Profes-sor. This is a ten-month tempe track posi-tion in the Department of Mathematics. Statistics and Computer Science. Respon-sibilities include: teaching undergraduate and graduate students enrolled in preser-vice and inservice teacher education pro-grams at the elementury, middle and/or sec-podary level; doing research, reparting grant proposals, and writing in suthemat-ics education; developing existing and fu-llure mathematics education projects and initialives within the mathematics educa-tion priogram, Midmann qualification; are an earned doctorate in mathematics educa-tion with a strong background in mathema-tics with a strong background in mathema-tics with a strong background in mathema-

#### SPELMAN COLLEGE College Minister

Speinian College is a private, historically and predominantly black noss-sectarian, four-year liberal arts college located in Atlanta, Georgia. Speinian is set in both a major urban center and a large center of education. The College has a history of offering excellent educational opportunities to Afri-can-American women and emoys considerable prestige in the academic community. Spelman is the oldest historically and predominantly black college for women in the United States.

We invite applications and nominations for the position of College Minister. Reporting to the Vice President of Student Affairs, the College Minister is responsible for providing the ministries of worship, connseling, teaching, outreach, and administration (coordination) to all segments of the College community which includes students, faculty, administration, staff and extended

community which includes students, faculty, administration, staff and external organizations.

Responsibilities: The College Minister conducts and preaches Interdenominational and Christian worship services every Sunday, promores campus spiritual life and provides spiritual counseling to all segments of the College community. May teach one (1) course in the Department of Religion each senester, upon the request of the Department Chair.

Qualifications: The successful candidate must have an M.Div. or M.A.R. from an accredited theological seminary. Five to seven years of progressively responsible administrative experience with a church or chapel, preferably at an institution of higher education required. Excellent written and oral communication skills, a demonstrable presence and strong interpersonal skills necessary. Also required is the ability to maintain confidentiality, manage large events, work under pressure, and interact with a diverse population. Training and experience in the Black church with special emphasis on Black women's concerns preferred.

Applications: Screening of applications will begin immediately and contin-

Applications: Screening of applications will begin immediately and continue until a successful candidate is identified. A letter of application, vitae, three letters of reference, and a statement of your view as a college minister on the role of Aftican-Auerican women in church and society should be addressed on the Office of Human Resources, Spatiman College, 350 Spatiman Lane, S.W., Box 1133, Atlanta, Georgia 30314-4399. Deadline for submission is August 1, 1992.

Compensation: Salary is competitive and commensurate with experience and qualifications. Excellent benefits package including health, dental, life, disability and vision care.

EOE/AA TITLE IX INSTITUTION

#### DREXEL UNIVERSITY

Responsible for planning and implementing fund-raising programs fo-cused on corporate and foundation support as part of the overall compre-hensive development plan for the University. Reports directly to the Se-nior Vice President for Development and University Relations, Responsibil-ities include managing station for the professionals, identifying corporations and foundations for major gift support of the University by developing knowledge of the philianthropic and research interests of these organiza-tions and by strengthening the relationships between them and the Uni-versity. Bachelor's degree is required, plus three years of effective exper-ence in fund raising with demonstrably strong skills in verbal and written communications.

Director of Development for the College of Engineering

Director of Development for the College of Engineering is responsible for working with the Dean of the College of Engineering and the Engineering College Advisory Council in planning and administering all development activities. Resports directly to the Assistant Vice President. Responsibilities include identifying and soliciting individual and corporate/foundation major gift prospects, initiating, and coordinating the preparation of prospect proposats. Bachelor's degree and 3-5 years of development experience, preferably in higher education, required. Good verbal communication, writing and PR skills essential. Salary commensurate with

Send résumés and application letters to: Senior Vice President, Office of University Development 01:316, DREXEL UNIVERSITY, Philadelphia, PA 19104. Affirmative Action, Equal Opportunity Employer. No phone inquise unit to a serious control of the accession.

LINDA HALL LIBRARY Serials Librarian

Linda Hall Library, an Independent research library in science and technology, has an opening for a Serials Librarian.

ogy, has an opening for a Serials Librarian.

The Scrials Librarian has responsibility for a collection of approximately 39,000 titles and for the overall operation of the Serials Division, which includes federal documents and preservation. This position reports to the Librarian for Processing Services and has a staff of two professional and seven support positions. Linda Hall Library, a member of SLA, ARL and IRLA, is in the Initial stages of developing an integrated library system. The serials will be a major component of the ILS.

Minimum qualifications: ALA accredited degree, five years of experience with serials, administrative and supervisory experience, and ability to work with foreign language materials. Candidate must have knowledge of a full range of serials activities, including selection and acquisitions, bibliographic and budgetary control, claiming, binding and use of OCCC. Must also have the ability to respect flexibly to fluctualiting workflow and to coordinate a

and budgetary control, claiming, binding and use of OCIC. Must also have the ability to respond flexibly to fluctuating workflow and to coordinate a number of diverse activities. Familiarity with the operation of an automated serials control system is desirable. Salary commensurate with experience. Please apply in writing and include a resume of education and relevant experience, and the names and addresses of three references who are knowledgeable about qualifications for this position. Send letter of application to Nancy Day, Linda Hall Library, 5109 Cherry, Kansas City, MO 64110, or contact her at the NASIG meeting in Chicago.

ics. Prior teaching experience at the precol-legs level is highly desirable. Salary is com-mensurate with qualifications and experi-ence. The starting date is August 16, 1992. A letter of application and vita should be sent to Dr. Douglas Harris, Chairman, De-partment of Mathematics, Statistics and Comparter Science, Marquelie University Milwautee, Wiscounti 33233. Marquelle University is an Equal Opportunity. Al firmative Action Employer.

**Bulletin Board** (202) 466-1050

#### Staff Assistant, Resident Director Housing

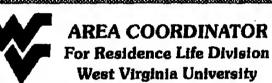
Twelve-month, residential live-in position. RESPON-SIBILITIES: Responsible for the general control. management, operation and supervision of a residence hall. Responsible for the counseling of residents. OUALIFICATIONS: Master's degree in Counseling, Student Personnel or related field required. Minimum of one year of residence hall experience required. SALARY: \$17,500.00-\$19,500.00 (Dependent upon qualifications and experience).

#### Staff Assistant Counseling Center

Full-time, ten-month position. RESPONSIBILI-TIES: Provide counseling, guidance, training, consultation and outreach services in academic, personal, psychological, behavioral and social areas. QUALIFICATIONS: Doctorate degree in Counseling, Clinical Psychology, Counselor Education tlicensed preferred). Professional competence as a counselor, as evidenced by scholastic achievement, professional accomplishment and recogni-tion by professional colleagues. SALARY: \$22,000.00-\$26,000.00 (Dependent upon qualifications and experience).

DEADLINE FOR COMPLETE APPLICATION FILES: June 26, 1992. (Letter of Intent, resume and the names, addresses and telephone numbers of five professional references should be submitted for a complete file.) ADDRESS ALL IN-QUIRIES TO: Office of Human Resources, Bridgewater State College, Bridgewater, MA 02325. Equal Opportunity/Affirmative Action





The Department of Housing & Residence Life at West Virginia University, a land grant institution serving 20,000 students, seeks applications for the position of Area Coordinator.

This position is a twelve-month administrative staff appointment under the supervision of the Assistant Director for Residence Life. Responsibilities include: development and implementation of the student personnel program within four residence halls of approximately 1,350 students; selection, training, supervision and evaluation of 4 graduate [Resident Directors, 2 graduate assistants, 51 Resident Assistants and 2 ciencal support staff; coordination of system-wide staff selection and training process; counseling: discipline; management of office and personnel filles; responsible for saff development program; assist in the development of program goals, objectives, policies and revisions of all publications.

Qualifications include Master's degree in Student Personnel or related field and/or three years' (utilitime experience in Student Personnel including residence hall experience. Twelve-month, live-out position available August 3, 1992. Salary and benefits

Send résumé by June 30, 1992 to: Department of Human Resources, Knapo Hall, West Virginia University, P. O. Box BB, Morganiown, WV 2550b.

Medical Education Medical Instructor. Teach medical subjects such as Anatomy and Physiology, Hematology and Medical Laboratory Procedures, 46 hours/week. 2:00 a.m.-12:00 n.m., 6:00 p.m.-10:00 p.m.-1

Medical Services Professor/Coordinator of Emergency Medical Services. Tea-month contract. Bachelor's degree with two years as prience or equivatest, he eligible for Arisona Community College Certificate or by Arisona Department of Health Services. First review of applications begins

diatric Surgery, Haule Surgery, Canti-dates should have a strong clinical, re-search and teaching background and ment-be board certified (or effaible), indiana Uni-versity is as equal opportunity employer. Send carriculam visa to: law L. Grusfeld, M.D., Chairman, Department of Surgery, Indiana University School of Medicine, 343 Barnhill Drive, Room 244, Indianapolis, in-diana 46202.

dana went?

Medicine: Educator for family practice fellowship in faculty development, We seek a
person with at least 2 years experience to a
family practice program and an academic
background in echication. Responsibilities
include performing and currelium and
course design, individual and program
evaluation and orimarily precepting, fecturing and other teaching sicilis, lavolvement
and interest in research and administration
would also be helpful. Contact Joel H. Merenstein, M.D., Director of Research and
Fellowships at S. Margaret Memorial HotFellowships at S. Margaret Memorial Hotphal, Family Heath Center, 4631 Davidson
Street, Fitibough, Pennsylvania 15201;
phone: (412) 622-7343.



DIRECTOR OF STUDENT SUPPORT SERVICES

Reporting to the Dean of Academic Affaira, this person is responsible for the coordination of the Title IV Student Support Services Program. This program offers special counseling, tutorial, and academic services to students who qualify for such services. Minimum qualifications include a master's degree, preferably in the field of guidance and counseling or in English preferable, reading, or mathematica. Administrative and counseling or feaching experience is highly desirable. Familiarity with the federal Title IV program or similar programs is also desirable. DIRECTOR OF TALENT SEARCH

DIRECTOR OF TALENT SEARCH
Reporting to the Associate Dean of Student Services, this person is responsible
for the coordination of the Telent Search Program. This program provides
special counseling services and other types of academic aid to qualified high
school students throughout the service area of the College. Minimum qualifications include a master's degree, preferably in the field of guidance and
counseling or in English, speech, reading, or mathematics. Administrative and
counseling or teaching experience is highly desirable. Familiarity with the
federal Talent Search Program or similar programs is also desirable.

Both of the aboves positions are will live tensure tested continued to the period of the aboves positions are will be the second of the aboves positions are will be the second of the period of the aboves positions are will be the second of the period of the aboves positions are will be the second of the period of the second of the aboves positions are will be the second of the period of t

Both of the above positions are full-time, tenure-track positions for 12 months annually. They require good organizational, communication, planning, and management skills as well as the ability and desire to provide quality services to students and other clients of the College with diverse cultural and educational backgrounds and learning capabilities. These positions will begin no later than September 1, 1992. Salary levels will be determined by educational attainment level and years of applicable experience according to the State of Alabama Salary Schedule "C" or "D". The salary range will be from \$29,950 to \$51,204 for 12 months.

APPLICATION PROCEDURES—Submit a completed official application APPLICATION PROCEDURES—Submit a completed official application form or letter of application; a résumé showing educational degrees earned, employment history, and other pertinent attainments or experiences, copies of transcripts (official copies are not necessary unless luted) from all colleges attended; and the names, addresses, and telephone numbers of three professional references to Dr. Ken Hudson, Dean of Academic Affairs, Alabama Southern Community College, P. O. Box 2009, Monroeville, Alabama 56461. The initial doadline for applications is July 10, 1992. Applications will be accepted until the positions are filled, incomplete applications may not be accepted. The most highly qualified applicants will be notified of the interview date, time, and location.

GENERAL INFORMATION—Alabama Southern College to a companion

the Interview date, time, and location.

GENERAL INFORMATION—Alabama Southern College is a comprehensive, public, two-year community college, with a reputation for the quality of its programs and services, which is located in the heart of rural southwest Alabama. In the Fall Quarter of 1991, approximately 2000 students were enrolled in the various programs offered by the College. Ethnic minority students comprised 21% of the student body. The College is undergoing a period of significant development which offers the Director of Talent Search and the Director of Student Support Services a dynamic and challenging professional environment. ASCC is a member of the Alabama College System but maintains its own mission and goals. The College is accredited by the Commission on Colleges of the Southern Association of Colleges and Schools.

Alabama Southern Community College is an Equal Opportunity, Affirmative Action Employer.



#### ASSISTANT REGISTRAR

The Registrar's Office at Ithaca College invites applications for a full time Assistant Registrar. Bachelor's degree is required. Successful supervisory experience and demonstrated excellent organizational and interpersonal skills are also required. Applicants must be able to demonstrated a successful ability to work effectively with faculty, administrative staff, and students. Understanding of and experience in an scademic setting is highly desirable. Applications must be received by July 15, 1992. Send resume, statement of interest and three letters of recommendations to John D. Stanton, Registrar, Ithaca College, Ithaca, New York 14850. Position starts September 1, 1992 but starting date is negotiable. Salary is competitive.

ithaca College is an Affirmative Action, Equal Opportunity Employer. Women and minorities are encouraged to apply.

Mental Health: Program Director for the invental Health Care Associate Degree Program needed at the North Dakota State College of Science. Director will develop curriculum and instructional programs consistent with the policies of the college. Duties include designated teaching. The Program Director will perform leadership and administrative fluedious in the institution by coordinating with clinical affiliating agencies, flouity, and the Department of Human Services. Responsibilities include developing program objectives; assigned teaching; developing and maintaining Program Curriculum; performas related administrative functions and services. Qualifications: Backelor a and Muster's degrees required in a Human Service related area such as social work, psychology, nursing, counseling, or other related area. Must cristive functions and epiperion, maring, counseling, or other related area. Must cristive a membership in related professional organization, Must have a mingruum of 3-4 remberthip in related professional tion. Must have a minimum of 3-4 years of related work experience. Prefet 3-4 years teaching experience. Appointment: July 1, 1992, or as arranged. Salary: Commensurate with education and experience. Application: interested persons should apply by submitting a letter of application, resumd, and references to be received by June 26, 1992, or until position is filled. Office of Personnel Service. North Dakota State College of Science, Wahneton, North Dakota State. An Equal Opportunity Employer.

Minority Affairs: Program Manager, Ne Minority Affairs: Program Manager. National environmental careers organization seeks Management of Minority Opportunities Program. Responsible for program development, fund rising, student conference, Requires excellent communication skills, experience with communities of color, and program design. Pund-naising and meeting planning experience beinful. Requires Street, 3rd Floor, Boston, Mastachisetts 02210.

go Historical Society and supervises sight departments including seven curators, the resistrar, conservators, and photographic services. The DCA provides strategic and administrative leadership to the Trustee Collections and Exhibitions Committee and to the institution, on behalf of cirratorist issues and in support of the Society's targeted markets (the agneral public and scholars). The position also chairs key staff committees and tast furces. Staff under the general anubority of the position number 26-30; total budget, including exhibitions and special projects, is \$2.5 million. Desired qualifications include a demonstrated ability to write and speck well, shared values including an appreciation of a market-drive mixion; experience in the field of urban history or a related field, or in an urban museum satting within a museum that is well connected with its continuity; a daments of the staff with the supervised shilly to resonage people; and stead a master's degree in an appropriate onstrated ability to manage people; and st least a master's degree in an appropriate field. The Chicago Historical Society is a son-profit corporation with an annual budget of about \$6 million and 105 expriorees. It is both a research library and a museum with active exhibition, and educational protrams. Applications will be accepted until Fall 1992. MFT/VID-AA. Respond in writion, with a regume, to Brisworth H. Brown, Chicago Historical Society, Clark Street at North Avenue, Chicago, Ulliooks 65514; 312-642-5035 extension 200; fax 312-266-2077.

#### PHILLIPS ACADEMY

Andover, MA 01810

#### CAPITAL DEVELOPMENT / ANNUAL GIVING

Phillips Academy, an independent national and international boarding and day high school of 1,200 able college-bound students, maintains high academic standards. Approximately 70% of the faculty hold M.A. and Ph.D. degrees. The school offers an extensive and inclusive curriculum taught by a diverse faculty. The faculty teaches beyond the classroom through coaching, house counseling, and sponsoring student activities.

The Assistant Director of Capital Development is a member of a team responsible for capital and endowment fund raising of \$11 million per year for teaching endowments, scholarships, and plant renewal projects. The Assistant Director serves as a major gift officer and supports the Director and Associate Director in planning the Andover Development Board annual meeting. The Assistant Director of Capital Development reports to the Director of Capital Development and works with a team of fund raisers. Applicants for this entry level position should hold a coffege degree and 0-3 years of experience; withing and editing skills are essential.

The Associate Director of Annual Giving's responsibilities include management and direction of Andover's leadership gift program for donors of \$1,000 and more and specific retraign and non-reunion class fund raising. A college degree with 2 or more years of annual giving/professional fundraising experience preferred.

The Amistant Director of Annual Giving's responsibilities include working with younger slumni classes and management of phonathons and the senior gift program. The position is entry level; a college degree and 0-3 years of fund-raising experience are preferred.

The Associate and Assistant Directors report to the Director of Annual Civing; both will assist with raising in excess of \$3.5 million in unrestricted support from alumni, parents, and friends. All positions require strong public speaking, writing, and motivational skills; energy; ability to work with volunteers; and willingness to travel.

Interested candidates are asked to submit an introductory letter, three references and a resume by July 1 to: Helmuth W. Joel, Jr., Dean of Paculty, Phillips Academy, Andover, MA 01810. EOE.



#### REGISTRAR

Prostburg State University, located in the mountains of Western Maryland, serving over 5,000 student, seeks a preactive leader and a total quality manager for the position of Registration of Registration and Records; serving as liaison between Registration and Records; serving and reporting on enrollment and trends. The Registrar reports to the Deau of Enrollment Management. Minimum qualifications: Master's degree in liligher Education Administration, M.B.A., M.I.S., MS-Student Personnol or Master's degree in related field and three years' experience in the administrative management of a registrar's office. Experience with complex, integrated, and computerized information and student database system and FOCUS, SIS PLUS, and ONCOURSE is desirable. Starting salary range \$37,000-\$47,000 depending upon expertence. University of Masyland System basefits package. For essistence with the employment process contact Ms. Roberta L. Chamberlin, Associate Director of Fluman Resources (301-889-4108). Send letter of Interest, resume and the phone numbers of three professional roferences by July 17, 1992, to: Chair, Sparch Committee for Registrar, c/o Office of Human Resources, Frostburg State University. Frostburg, Maryland 21532. AA/EOE Employer.

#### SOUTHERN STATE COMMUNITY COLLEGE

#### Hillsboro, Ohio

#### DIRECTOR, INDUSTRY TRAINING AND RELATIONS

Responsible for administering the newly established Center for Business and Industry. The Director will provide leadership in customized education and training programs designed to serve the corporate, industrial, business, government and non-profit agency sectors. QUALIFICATIONS: Master's Degree preferred and a minimum of three years of demonstrated successful experience in educational program development in business and industry. SALARY: Competitive based on experience. TO APPLY: Send letter of interest, resumé, names and addresses of five references to:

Director of Industry Training and Relations Search Committee Southern State Community College Hillsboro, Ohio 45133 APPLICATION DEADLINE: July 10, 1992.



A list of application deadlines for grants and fellowships -

every week in The Chronicle.

#### CHEMISTRY REFERENCE/ COLLECTION DEVELOPMENT LIBRARIAN

Argonne National Laboratory is seeking a Argonne National Laboratory is seeking a dynamic, self-starter to oversee the operation of the Chemistry Library, one of ten libraries located on the site. The Chemistry Library includes 30,000 volumes and over 250 active serial titles. Responsibilities include: collection development, in-depth chemistry reference and database searching, circulation, and lisison with research staff.

Required qualifications include: ALA accredited MLS; minimum of 3 years experience working in a research library with an emphasis on collection development and on-line searching; knowledge of and ability to use personal computers; ability to work with and provide service to a diverse user population; and good written and oral communication and inter-personal skills. Bachelors degree in chemistry or a related field preferred.

At Argonne, you'll find an environment that encourages both personal and professional career growth, as well as excellent benefits. Starting salary range for this position is \$33,870 to \$42,338. We welcome applications from candidates who car contribute to our EEO/Affirmative Action

goals. U.S. citizenship is required. For consideration, please send a resume and salary history to: Shella R. Heath, Box TIS-91555-16, Employment and Placement, Argonne National Laboratory, 9700 S. Case Avenue, Argonne, 1L 60439. Argonne is an equal opportunity/affirma-tive action employer.



#### UNIVERSITY AT BUFFALO State University of New York

#### RESIDENCE LIFE RESIDENTIAL FACILITIES MANAGER

Responsibilities:
Responsible for administration and management of the maintenance, custodial, capital rehabilitation, and operational espects of residence halls.
Share in coordination and development of team effort in everall management of Residence Life.
Qualifications:

 Master's degree preferred—Bachelor's degree or equivalent experience required in Business Administration, Engineering, Architecture, or Education.
 Minimum of 7 years' experience in Engilities Management, Super-Minimum of 7 years' experience in Facilities Management, Supervision, and Administration in large complex organization.
 Significant experience managing and developing budgets.

Remuneration:

Salary range \$45,000-\$54,000 for 12-month contract plus excellent benefits package.

interested applicants should send a letter of interest, résumé, and three letters of reference by July 3, 1892 to:

Sr. Staff Associate Search Committee
Office of Residence Life
University of Buffalo
479 Red Jacket Quadrangle
Buffalo, New York 14262

The University at Buffalo is an equal opportunity, affirmative action employer

Mary Shambarger, Chair, Search Committee, Box 3738, Ouachita Baptiet University, Arkadelphia, Arkansas 71998-0001.

Musici Surnki teacher. Bachelor of Music and Surnki teacher. Bachelor of Music and Surnki teacher. Bachelor of Music experience. List units of Suruki Association of the Americas IS.A.A.; approved teacher training. Travel required. Competitive salary but benefits. Audio or video tapes will be requested later. Position will be fulled when appropriate candidate is Davis, Batton College. Wilson, North Carbina 27893.

Music: Moorhead (Minnesota) State University. Coordinator of Music Industry Studies. Testine-freed in February St

restive. Coordinates of Music industry Studies. Traines-track of fixed term, depending on qualifications. Instructor of Assistant Professor. Faculty member will district and develop established music industry rect and develop established music industry rect and develop established music industry as the second of the second second

Mester Bernidis State University has a treasery for a fized-term, one-year resizer ment, in Instrumental Music, Instructor of Strings or Woodwinds, to begin September 2, 1992. Salary commensurate with education and experience. Responsibilities to teach applied and class strings or september of the salary stream of the salary includes winds, first year music theory (includes winds, first year music theory (includes winds, first year music theory includes winds, first year music theory includes the salary stream of the salary includes the salary includes the salary includes a salary includes the salary includes the salary includes a salary of course in both classroom and studio salary includes the time of salary includes the salary includes the salary includes the time of salary includes the salar

#### **PSYCHOLOGIST SUNY Plattsburgh**

RULLETIN BOARD: Positions available

The Psychological Services Center is seeking a dynamic individual who is committed to a time-limited model of therapeutic intervention and a developmental philosophy of counseling which includes programmatic/outreach activities. The successful candidate is expected to interface with residence life, student health services, women's studies, and multicultural programs.

The State University of New York (SUNY) College at Plattsburgh is a comprehensive coeducational institution that offers more than 50 academic programs of study to approximately 5,580 undergraduse and 800 graduate students. The college is known for its academic excellence, its friendliness, and its affordability. Plattsburgh is located in an area offering many recreational facilities and is within an hour's drive of Montreal, Burlington, VT, and Lake Placid, NY.

Responsibilities include individual and group counseling, training of paraprofessionals, outreach, supervision and possible teaching. Desired Qualifications: Ph.D., Ed.D., or ABD in Counseling or Clinical Psychology, Counseling, or closely related field. Will consider terminal Master's with considerable experience.

INDIVIDUALS WITH AN UNDERSTANDING AND SENSI-TIVITY TO MINORITY AND GENDER CONCERNS ARE ENCOURAGED TO APPLY.

This is a continuing college year position with starting date on or around August 10, 1992. Salary is competitive and commensurate with experience and fringe benefits are excellent.

Applications will be accepted until position is filled.

Send application which should include letter detailing interest and pertinent experience, curriculum vitae, and three current letters of reference with relephone numbers to: Chair, Search Committee

clo Office of Personnel SUNY Plansburgh Box 1753-125 Plattsburgh, New York 12901

SUNY IS AN GOLIAL OPPORTUNITY. AFFIRMATIVE ACTION EMPLOYER

#### Assistant Director of Housing for **Undergraduate Housing**

A position currently exists at Princeton University for an individual to be responsible for the administration of all procedures by which undergraduates are assigned housing. In cooperation with other University offices, formulate policies and procedures for dealing with all housingrelated concerns, Substantial contact with students, parents, other University offices, Strong organizational, administrative and interpersonal skills are essential, as is a high tolerance for the careful management of details.

Master's degree and 3-5 years of professional experience are required. Submit letter of application, 2 current resumes and the names and addresses of three references before July 15, 1992 to Dept 1119-DJ, Office of Human Resources, Clio Hall, Princeton University, Princeton, NJ 08544.



#### Princeton University

Equal Opportunity/Affirmative Action Employer

reat latters of reference. Do not send tapes tabil requested. Submit to: Dr. Judy Mc-Donald, Dosn, College of Arts and Letters, Beniddi State University, 1500 Birchmont Drive, Northeast, Bemiddi, Minnesota 56601-2699, Deadline for applications is July 1, 1992, or until filled. Egnal Opportunity Educator and Employer. Music; Junior Faculty Position in Composi-tion. The Department of Music at Harvard University has reopened its search for an Assistan Professor in Composition to be-sin with the academic year 1993-94. Teach-ing responsibilities with inching programs.

ing responsibilities will include undergrad-tate theory and composition courses as well as some graduate instruction. A back-ground is performance will be helpful. Ap-plicants must have completed their formal cducation by June 30, 1993. A detailed cur-riculum vitus should be sent to Professor Bernard Rands; Chairman, Search Com-mittee; Department of Music; Harvard University; Cambridge, Mussachusetts 20138. Please do not send scores and tapes at this time. The deadline for applications is September 30, 1992. Applications from women and minority sroups are particular-ly encouraged. Harvard University is an Equal Opportunity. Affirmative Action Employer.

Number South Dakota State University College of Nursins, Director-West River Program Site. Pull time, I I month tonure track position as Director of West River program site focated in Rapid City, South Dakota, at the rank of Instructor or Assistant Professor. The Director coordinates/insultates undergraduate and graduate suscillates undergraduate and graduate susceptibles in the West River area. Qualifications: Required: Esrnod Doctoral degree in maningricular field or work in progress to pursue doctoral study; Master's and Backelor's degrees in unrainer; and licensed as a Repistered Nurse in for eligible to be licensed in the State of

South Dakota. Experience in baccalauresta and/or higher degree mursing education curriculum development/implementation evaluation, clinical aurains practice, research, and alternative education delivery systems appropriate for non-traditional structure of the structure of the supportant of the supportant of the supportant of the problem solving a skills; demonstrated commitment to the practicels of affirmative action and equal employment opportunity are required. Desired: Prior educational administrative experience in baccalaureate administrative experience in baccalaureate and of higher desired.

Nursing: Associate Degree Nursing Pro-gram. Faculty Positioes. Carolina Medical Center Campus, Charlotte, North Caroli-na. Our School of Nursing is accepting ap-pications for Full Time Academic Year Po-sitions in all clinical greas. Responsibilities include: curriculum development, teaching in classroom, jaboratory and clinical greas, as well as participation in committee activi-ties. Regulreements include: North Cerolina R.N. Bectrums, M.S.N., and two years.



#### **Old Dominion University Auxiliary Services**

#### **DIRECTOR OF HOUSING SERVICES**

Applications are invited for the position Director of Housing Services at Old Dominion University. The director reports to the Assistant Vice President for University Auxiliary Services. Old Dominion University is an urban university of approximately 15,500 students with a 2,260 bed system. The director is responsible for overseeing all housing operational matters associated with the physical plants, financial analysis and budgeling tapproximately 57 million), marketing, leasing, safety/security, polities and procedures, phased repair and replacement, renovation, summer conference housing and a staff of approximately 90 people. The university subscribes to materialning a comprehensive housing program and is committed to providing high quality facilities. The director must work in concert with the Director of Residence Life, who is responsible to the Associate Vice President for Student Services, in accomplishing established objectives.

Candidates must possess, at minimum, a master's degree in student affairs

Candidates must possess, at minimum, a master's degree in student affairs administration, business administration or related field with a minimum of 5 years' experience in a senjor level housing position at a college or university. In addition, candidates should be able to display knowledge of and experience with accounting principles, budgeting, renovation activity, management, marketing, pc applications and purchasing.

Salam \$40.545 000 december on experience and qualifications. Position

ment, marketing, pc applications and purchasing.

Salary \$40-\$45,000 depending on experience and qualifications. Position available August 1, 1992. Interested candidates are encouraged to submit a letter of application, résuné and names of three references to Mr. James Schuppenhauer. Assistant Vice President for University Auxillary Services, Old Dominion University, Norfolk, VA 235.29-05.22. Review of applications will begin July 1 and continue until a qualified candidate is decided upon. Old Dominion University is an affirmative action, equal opportunity entployer which requires compliance with the immigration Reform and Control Act of 1986.

#### Search Reopened

#### **DIRECTOR OF PRIVATE SECTOR PROGRAMS ASSOCIATION OF GOVERNING BOARDS** OF UNIVERSITIES AND COLLEGES

The Association of Governing Boards of Universities and Colleges (AGB) invites naminations and applications for a new genior level position available August 1992. The Oirector will monitor trands in the private seator of higher education, meintain good communication with constituents and associations, plan and implement seminars and other programs, and undertake related research and special projects.

Qualifications include significant upper level experience in private high-er education institutions; femiliarity with the role of governing boards; knowledge of trends effecting governance and management in private higher education; and atrong ekills in research, project management, and oral and written communications.

Salary is open and based on qualifications and experience. Review of applications and nominations will begin on June 26. Please annot a letter of application that addresses apacific qualifications for the position sought, résumé, and writing sample to:

Barbare E. Taylor
Vice President for Programs and Research
Association of Governing Search of Universities and Colleges
One Dupont Circle, Suits 400
Washington, DC 20036

AGB is an Equal Opportunity, Affirmative Action Employer

#### LEWIS-CLARK STATE COLLEGE DIVISION OF STUDENT DEVELOPMENT

#### Registrar

RESPONSIBILITIES: Manage all operations of Registrar's Office including staff of three, master class schedules, room assignments, registration procedures, budgetary decisions, and member of Division of Student Development management group.

QUALIFICATIONS: Must have excellent computer skills and knowledge. Able to assist College in preparing and converting to new integrated computer system. At least three years of professional experience in fully automated registrar's office including on-line registration. Supervisory experience necessary. Master's degree in College Student Personnel Service, Higher Education Administration or related field required with doctorate in same preferred.

Applications will be considered beginning July 8 until the position is filled.

Applications will be considered beginning July 8 until the position is filled.

Start date August 1, 1992. Send a letter of application, résumé, and the names, addresses, and phone numbers of three references to:

Dr. J. Michael Hostetler

Vice President for Student Development

Lewis-Clark State College

500 8th Avenue

Lewiston, ID 83301

AN EQUAL OPPORTUNITY, AFFIRMATIVE ACTION EMPLOYER.
WOMEN AND MINORITIES ARE ENCOURAGED TO APPLY.

Lists of the latest books of interest to Academescholarly books and books about higher education -

every week in The Chronicle.

#### **Professionals** Let your expertise take

Education

If your career as a professional in the field of education (K-12, higher education) includes selecting telecommunications and/or Information Systems technology, Sprint can offer you some exciting new challenges. With your knowledge of the education market and our quality products and services, we can make a dynamic team.

you in a new direction.

As the Education Market Manager, you'll identify potential customers in the education field and create strategies to introduce telecommunications and information systems solutions to targeted education accounts. This position is located in Kansas City.

We require a person with exceptional analytical and communication skills, at least 3-5 years management in education or marketing experience and knowledge of telecommunications/information systems applications in education. BS/BA degree required; Master's degree preferred.

If you fit this description, we can show you how to apply your existing skills in a rewarding position. Salary and benefits are excellent. For more information, send your resume to: Sprint, Mailston KSOPKQ0111, P.O. Box 12915, Shawnee Mission. KS 66282-2915. We are proud to be an EOE/AA employer M/F/D/V. Also, we maintain a drug-free workplace and perform pre-employment substance abuse testing.





The University of North Carolina at Charlotte Invites applications for the position of University Conference and Facility Use Manager. Primary responsibilities include planning, development and coordination for the Conference Services, University Reservations and the Campus Event Information Offices.

The position requires a creative, self-motivated professional with excellent communication and management skills. Requires four year degree and 3 years' applicable experience. Prefers Master's degree in Business, Student Personnel or Hotel Management. Applicants must have computer skills including word processing and data base management. Send letter of application, résumé, three letters of recommendation and

james Hoppa Associate Director of Cone University Center UNC-Charlotte, Charlotte, NC 18223

Salary is competitive. Position is currently open with intent to fill no later than August 1, 1992. To receive full consideration, applications must be received by june 24, however, applications will be accepted until position is filled.

clinical experience. Two years' pursing education experience preferred. Send letter of inquiry and curriculum vises to: Mary Mason, R.N., Recruitment Specialist, Post Office Box 32861. Charlotte, North Carolina. 28132; or call 1-800-541-4354 or local (704) 335-2464. EOE.

Nursing: Northeast Missouri State University, Division of Nursing. Faculty positions and Adult Health Nursing and Adult Health Nursing and Adult Health Nursing and an innovative NLM accredited BSN program at Northeast Missouri State University, analonally recognized liberal arts and sciences university. Master's degree in Nursing with appropriate specialty preparation required, doctoral degree preferred. Eligibility for Missouri R.N. Eccame required, Northeast is communited to challenging and supporting students in their learning, and it subscribes to the AARIE's "Seven Principles for Good Practice in Undergraduate Education." Active learning is a major component of the educational environment—of the edu

and information systems specific to sursing. Criteria include: eligibility for Mayjand registered nurse ilegasure, Master of
Sclepee degree in nursing, earned doctorota in cursing or related field, strong research and university teaching profilency,
and publications in peer-reviewed journals,
Responshallites include teaching nursing,
informatics courses, supervising Master's
and Doctoral suidents' research, conducting a program of research, and securing eatermal funding, Rank and salary commensurate with education and experience. Please
Rorward curriculum vitae, letter of interest,
and the names of these reference. Please
Rorward curriculum vitae, letter of interest,
and the names of these reference. Please
Rorward of Maryland School of Nursing 1819
West Lombard Street, Baltimore, Maryland 21901. Applications should be received within 30 days, Milantity candidates
are encouraged to apply. The University of
Maryland at Baltimore is an Affirmative
Action, Equal Opportunity Employer.



#### **WESTERN CONNECTICUT** STATE UNIVERSITY

Danbury, Connecticut 06810

#### ASSISTANT TO THE DIRECTOR OF HOUSING RESIDENCE HALL DIRECTOR

RESPONSIBILITIES: The ADH/RD position combines Central Housing Office responsibilities with the administration of one residence half.

Als position requires direct supervision of resident assistants, duty desk employees, and three full-time custodians. The ADH/RD is the advisor to the Hall Council and coordinates and participates in educational and social hall programming. The ADH/RD is responsible for the submission and follow-up of all maintenance requests. The ADH/RD serves as a counselor to all students and will sit on various University committees. This is a full time live-in position.

QUALIFICATIONS: Two years of relevant Housing experience, equipping the applicant to relate effectively to resident students and stall. A Bachelor's degree is required. These qualifications may be waived for individuals with appropriate alternate experience. Typical employee has an appropriate Master's degree and residence half work

YACANCIES: One definite vacancy with a possible second vacancy. One other position filled on a temporary basis.

SALARY: \$29,275 and apariment for 12-month appointment. APPLICATION PROCESS: Send a letter of application, résumé and list of references with abone numbers to:

John N. Wallace
Director of Housing
Wasiern Connecticut Stale University
181 White Street
Danbury, CT 06810

APPLICATION: We will begin screening completed applications and interviewing immediately and will continue to accept applications until suitable candidates are found.

WCSU is an Equal Opportunity, Affirmative Action Employer.
Women and minorities are encouraged to apply,

#### **Director of Reimbursement** and Compliance

Well-known upper Eastside medical college seeks a CPA or Master's degreed individual to coordinate and manage all activities for our Cost Analysis

The seasoned professional we seak will develop, prepare and aubmit actual and projected rates for all reimbursement areas; ensure compliance with ederal regulations, reimbursement issues and industry standards; develop and implement policies and procedures; gather and analyze data and reports and install and maintain computer systems.

Prior related experience and excellent supervisory. managerial, organizational and communications skills

Outstanding benefits include health, dental, 4 weeks vacation, immediate pension vesting and tuition plan. Send resume including salary history to: C.C. BALL, CORNELL UNIVERSITY MEDICAL COLLEGE, 445 East 69th St., NY, NY 10021. EEO/ AA/M/F/H/V.

CORNELL UNIVERSITY MEDICAL COLLEGE





DIRECTOR OF RESIDENCE LIFE (Signal Peak Campus): Minimum of Backelor's degree in social or behavioral science from a regionally-accredited institution; three (3) years of full-time professional management experience in residence halls; evening and weekend duty required; and must be willing to live-in. Salary: \$27,299-\$39,600. Application Deadline: June 25, 1992. ASSISTANT DIRECTOR OF RESIDENCE LIFESTUDENT ACTIVITIES (Signal Peak Campus) [Position availability dependent upon funding]: Bachelor's degree in Education, Counseling, Psychology or related Social Sciences from a regionally accredited institution; one (1) year's experience in residence halfs programming and/or student activities. Salary: \$16,800-\$29,092 (will be provaled - 10 month pusition). Application Deadline: June 25, 1992.

To apply for either of those positions, send letter of interest, résumé, list of three professional references, copies of official transcripts to Office of Human Resources, Central Arizona College, 8470 N. Overfield Road, Coolidge, AZ 85228, Candidates are responsible for any expenses incurred for Special Edition.

Nursings Three faculty positions—full or part time in prticulated ADVBSN programs for Fall 1992 in reychiatric, medical, sursical, and community mirsing. All participate in other courses. A master a degree and two years practice required; teaching experience desired. Salary commensurate patch the decision and experience. University it committed to Christian values in its faculty searches. Screening of applicants will beam Jaly 1, and consinue until positions are filled. Contact; Director of Nursing Ed-

treation, Kanens Wesleyan University, 100 Cast Claffin, Salina Kanens 67401-6195; (913)827-5541. M/HOE-Niming: Carlow College, a Catholic, liberals are college located in Fittsburgh, Peansylvania, invites applications for the position of Chair, Division of Nursing, Reatonabilities: Provide leadership and administration of militimes. NLN accredited program including be spi BSN, RN completion, and possible MSN programs; super-

#### **Director of Public Relations**

Search Reopened

Recognized nationally for its Bradford Plan for a Practical Liberal Arts Education, and by its colleagues in higher educa-tion as one of the more innovative colleges in the nation, Bradford College seeks an accomplished, hands-on leader for its public relations, media relations, marketing, publica-tions, information and special events initiatives.

The successful candidate with have exceptional managerial, writing, editing and interpersonal skills. Also, the successful candidate will have a thorough knowledge of all facets of a first-rate public and media relations program, publications, printing, design and photography. Minimum requirements include five years' experience in a college or university public relations office, success with enrollment and fund-raising marketing, and a bachelor's degree.

Bradford College is located in Haverhill, MA, 35 miles north of Boston. The College has enjoyed live consecutive years of increased enrollments. Send a letter of application, résumé and three references by July 3, 1992 to:

> William A. Carev VP for institutional Advancement Bradford College 320 South Main Stree Bradford, MA 01835

An affirmative action, equal opportunity employer.



#### **DIRECTOR OF GRANTS & CONTRACTS** FINANCIAL ADMINISTRATION

The Director reports directly to the Associate Vice President and Controller and manages the Oilles of GCFA. Other responsibilities include coordination of the Indirect Cost Program for the University and coordination of the Federal A-133 and the Indirect Cost Program for the University and coordination of the Federal A-133 and the Indirect Cost Program for the University and coordinate. The incumbent will also coordinate and develop computerised financial accounting and post-award administrative procedures and indining for University sponsored programs which seame compliance with all applicable University policies and procedures and state and federal statutes and regulations. Minimum qualifications include a Bachelor's degree in accounting or business administration and five to seven years' experience is extensive grants administration, fluorottol planning, budges analysis, federal auditing, and supervision. Superior verbal and written communication stills, excellent management skills, solid negotiation skills, demonstrated computer literary, and the ability to understand and interpret seguidous and sponsored agreements are sequired. Experience in an institution of higher education is pretented. Knowledge of PC with Microsoft Word and Excel for Windows. CRT terminal, disase III. networking systems. FOCUS, and 8.85 would be beneficial. Equivalent combinations of education and experience may substitute for stated qualifications. For full consideration, dister of application, current resume, and the names, addresses, and telephone numbers of three proisestonal reference must be received by July 7, 1932. Bead to Director of Grants & Contracts Financial Administration Secret. Attn. Dr. David Bosserman, Office of Associate Vice President & Controller, 308 Whitehurst, Oklahoma State University, Stillweiter, OK 74078.

OBU IS AN APPIRMATIVE ACTION, EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER COMMITTED TO MULTICULTURAL DIVERSITY.

#### Director of Information Technology Services

Intormation Technology Services

Texas Coilege of Osteopalhio Medicine, a state medical school located in Fort Worth, Texas, is seeking a Director of Information Technology Services to provide leadership for coilege-wide computing and communications development and to direct its staff of computing professionals. Responsibilities: Recommends coilege-wide computing and communications strategies and associated softwere and hardware specifications to the administration. Provides direct supervision for professional computing staff. Directly responsible for technical implementation of computing staff. Directly responsible for technical implementation of computing staff. Directly responsible for technical implementation of computing staff and administrative systems of the Coilege. Qualifications: Candidates must have a minimum of five years' experience in menaging computing resources and communications services, preferably in an educational or medical environment heving both central and decentralized resources. Advanced technical experties in computing, communications and related technical experties in computing, communications and related technical experties in computing, communications and related technical experties are deem community are essential. A bachelor's degree is required as well, interpersonal skills and the ability to work with the diverse scademic community are essential. A bachelor's degree is required. Advanced academic ordentities are highly desirable. Greatest weight will be given to the quantity and quality of a candidate's experience in computer service and communication management. Saisry is competitive and commencerate with qualifications and experience. Send a written application, including curriculum vitae and the names of three references to: Texas Coilege of Osteopathic Medicine, Humen Resource Services, 3500 Camp Bowle Blvd., Fort Worth, Texas 76107, T.C.O.M. is an Equal Opportunity, Affirmative Acilon Employer.

Coverage of breaking news that affects higher education-from state capitals. academic conferences, and

campuses throughout the country and the world -

every week in The Chronicle.

# **GETTYSBURG**

Library

Circulation Libratian/Assistant Director of Instructional Media Services. RESPONSIBILITIES: supervising circula-Media Services. RESPONSIBILITIES: supervising circula-tion staff of two full-time and four part-time persons and providing some reference and other readers' services. Giving support to faculty and students utilizing instruc-tional media services, particularly software such as illus-and videos, under the Director of IMS. All librarians ahare collection development responsibilities and depart mental liaisonships. QUALIFICATIONS INCLUDE: a proven work record, especially supervisory, communication and team-work skills. Experience with automated services and/or media services a plus. ALA accredited degree preferred. AVAILABILITY: late summer on an interim basis atil mid-summer, 1993. SALARY: competitive. APPLICA-TION: job description sent upon request. Completed applications must include a letter, vita, names of three references, and record of graduate work. Preliminary interviews will be held at ALA Conference; advance appointments available. For fullest consideration, please apply by July 10, to Willis M. Hubbard, College Librarian, Gettysburg College, Gettysburg, PA 17325; (717) 337-7001. Library has a fine modern facility and is heavily guidenced Gettysburg. automated. Gettyaburg College is a highly selective liberal arts college located in an historic area within an hour and one-half of the Washington/Baltimore area. Affirmative Action. Equal Opportunity Employer; women and minorities are encouraged to apply.

#### **UPPER IOWA UNIVERSITY**

#### Assistant Director of Residence Life

(Position Re-Opened)

Upper Iowa University is a small, four-year, independent liberal arts institution, founded in 1857. The University is located in scenic northeast Iowa near two large recreation areas. It is within 3-1/2 hours diving distance from Minneapolis, 4-1/2 hours from Ciscago, and 3 hours from Des Moines.

The University is seeking an entitusinstic, creative, student-oriented professional who is able to relate to students, faculty, and staff. Women and minorities are strongly encouraged to apply.

Responsibilities: Assists the Director in supervision of residence halls, planning recreational and social activities, and courseling Advises multi-cultural groups and develops and provides educational programs,

Qualifications: Master's degree in student personnel or related field with 3 years of residence half and profinancing experience required: experience in working with ethnically diverse groups is beneficial. Demonstrated leadership, communication, and supervisory skills. Ability to plan and organize work and to assess needs of special interest groups is important. est groups is important.

Salary: The appointment is a 12-month, live in position. Salary is highly competitive and commensurate with experience. Application Procedure: Screening will begin June and continue until the position is filled. The expected starting date is negotiable, but no later than July 15, 1992. Send letter of application, résumé, and three letters of recommendation complete with telephone numbers to Braulic Caballero, Vice President for Student Services, Upper Jowa University, P. O. Box 1857, Payette, IA 52142, An Equal Opportunity, Affirmative Action Employer.

#### LAWRENCE

#### DIRECTOR OF PUBLIC AFFAIRS

Lawrence University invites nominations and applications for the position of Director of Public Affairs. The Director will supervise a still of nine responsible for public information, publications, media relations, public events, and sports information.

The successful candidate must possess a baccalaureate degree (advanced degree preferred); a minimum of five years' experience to public relations; first-rate writing and management skills; and a strong commitment to the liberal arts. APR a plus.

Salary will be commensurate with qualifications and experience. Nominations and applications should be submitted by July 1: Director of Human Resources Lawrence University P.O. Box 599

Appleton, WI 54912 Lawrence University Promotes Equal Opportunity For All

vite revision of curriculum and staffing structure of Nursing Division; develop grant proposals for innovative new programs, Qualifications: Pt.D. (in Nursing parterned); excellent teaching and scholar-ship; administrative experience; record of developing new programs and obtaining funding. Salary: Competitive and commentate with experience, Starting Date; Fall; 1992. To Apply: Send letter of application, curriculum vines, and three letters of reference to: Dr. Jane Gerety, Academic Dean, Carlow College, Pittsburgh Pennsylvania; 15213, For best consideration, submit application before July 13, 1992. BEO.

#### DIRECTOR OF UNIVERSITY RESIDENCES

BULLETIN BOARD: Positions available

#### UNIVERSITY OF IDAHO Moscow, ID 83843

The University of Idaho Invites applications and nominations for the position of Director of University Residences. The University of Idaho is a comprehensive research university and is the state's land grant institution.

sive research university and is the state's land grant institution. Reporting to the Assistant Financial Vice President for Auxiliary Services, the Director is responsible for all University residences including residence nails, cooperative residences, family and graduate student housing units. The posi-tion directly supervises the Director of Residence Life, the Assistant Director for Family Housing, the Assistant Director for Support Services, and the Assistant Director for Business Operations. Responsibilities include budget prepara-tion and management, facilities maintenance, and overall leadership in University Residences to provide outstanding accommodations and programs for residents.

residents.

Minimum Qualifications:

Bachelor's degree in business management or related field

Extensive and progressively more responsible experience in management positions related to activities supervised by this position

Demonstrated ability in financial management of university residences

Demonstrated ability to manage residence facilities

Ability to communicate effectively, both orally and in writing with individuals from diverse backgrounds and abilities

Preferred Qualifications:

• Master's degree in business or related field

• Prior experience in College/University residences management

• Familiarity with land-grant and/or Ph.D. granting institutions

Salary: Commensurate with qualifications and experience. Application Process: Submit a formal letter of application, résumé, and the names and phone numbers of three references. Applicants will be sent a

formal Job description and additional information.

Peadline: Search will be closed when a sufficient number of qualified applicants have been identified but not before July 1, 1992.

Apply To: Director of University Residences Search Committee Christian Stokes, Chair Office of Auxiliary Services University of Idaho Wallace Complex Moscow, ID 83843 [208] 885-5500

ANEOE



#### COLLEGE CHAPLAIN

Coo College invites applications and nominations for the position of Chaplain of the College. This is a part-time position. The Chaplain is responsible for ministering to the spiritual needs of students, Additional responsibilities include: facilitiesting religious programs on campus, advising denominational clubs, and maintaining relationships with local

Located in a mid-sized city, the College is a selective liberal aris institu-tion affiliated with the Presbyterian Church. Coe is a member of the ACM and has Phi Bela Kappa chapter. The student body is characterized by diverse (alth and ethnic backgrounds.

Candidates for the position should be ordained, experienced in the du-ties of a college chaplain or youth ministry, and capable of providing creative leadership. Persons already employed or working on a part-time basis at churches near or in the Cedar Rapids community are welcome to

Salary is commensurate with education and experience. Starting date is negotiable. Applicants should submit a letter of interest, a professional resume and letters of reference to: Debra Carlson Wood, Vice President for Student Affairs, Coe College, 1220 First Avenue, Northeast, Cedar Rapids, IA 52402. Review of applications will begin immediately and continue until the position is filled.

Coe College is an Equal Opportunity, Afformative Action Employer

#### 

#### FOR CATHOLIC SCHOOLS

DEVELOPMENT COORDINATOR

The Diocese of Venice in Florida is seeking experienced candidates for the position of Development Coordinator for Catholic Schools. Qualifications: Experience in all areas of comprehensive development, including deferred giving, fund raising, grant writing, marketing, public relations and long range planning. Responsibilities include the in-service training and supervision of High School Development Programs and Personnel, Salary negotiable according to experience and qualifications.

Interested candidates should send cover letter, résumé and three current letters of reference to: Development Search Committee

> Post Office Box 2006 Venice, Florida 34284-2006 Phone: (813) 484-9543 Fax: (813) 484-1121

Application Deadline: June 22, 1992

Yuma Regional Medical Center. Master' degree in Nursina required. Be eligible fo Anzona Community Colleas Certificate and Arizona Hoense for Resistered Nurses First review of applications begins July 20 1992. Inquire: Arizona Western Collean Personnel. Department, P. O. Box 529, Yuma, Arizona 25366; or call 602-344-75M, AA/EOE.

#### **Director** of Admissions

Founded in 1875, Indiana University of Pennsylvania is the Commonwealth's titth largest university with more than 14,000 students. Localed 50 miles northeds of Pitisburgh, IUP is the largest of the fourteen universities in the State System of Higher Education.

Applications and nominations for the position. Director of Admissions, are now being invited. The Director of Admissions is a key university management position that reports to the Associate Provost in Academic Atlairs.

Responsibilities of the Director of Admissions include direction and coordination of all undergraduote admissions programs on the main campus and at the branch campuses located in Kittanning and Punx-sutawney. PA: marketing and minority recruitment elioris: enrollment management; public relations with local, reglocal and state constituencies; long-range and strategic planning pertinent to admissions and enrollment; and coordination of articulation agreements with other colleges/universities.

Qualifications include Masier's degree; tive years' experience in an admissions operation in higher education; and demonstrated experience in minority recruitment, enrollment management, marketing, and office automation required. Strong written, verbal, and interpersonal skills are essential.

Candidates should send letter of application, résumé, and the names, addresses, and phone numbers of live current references, one of which must be your current supervisor. Application materials should be sent to:

Chair, Office of Admissions Search Office of the Associate Provest 359 Sutton Hall, IUP Indiana, PA 15705

Review will begin June 10, 1992, and continue until position is filled. UP is an Affirmative Action, Equal Opportunity Employer and is committed to diversity as an educational priority. Women and minorities

#### International Management Development Institute (IMDI)

Graduate School of Public and International Affairs

#### University of Pittsburgh

IMDI seeks sentor Program Managers to help design and deliver management development training programs for officials from Africa, Asia and the Middle East. Qualifications: Master's degree or Ph.D. In a relevant discipline; minimum 3 years' international experience; minimum 3 years' experience in the design, delivery and evaluation of training; proiussional fluency (FSI 3+) in Arabic, French or Indonesian. Consulting experience is an added advantage. These are full-time positions based in Pilisburgh. Salary range: \$35-45,000 plus an attractive benefits package.

Candidates should forward a current CV a statement of relevant experience. Candidates should forward a current CV, a statement of relevant experience, and the names and telephone numbers of three references. Applications will close on June 30, 1992, and the successful candidates will be expected to begin work as soon thereafter as possible. For more information, please call or write:

International Management Development Institute
International Management Development Institute
Graduate School of Public and International Affairs
3[03 Forbes Quadrangle
University of Pitsburgh, Ptsburgh, PA 15260
Tel: (412) 648-7610
FAX: (412) 648-2605 or (412) 648-5911

AA/EOE

# Southwestern University

AT GEORGETOWN, TEXAS

Director of Alumni and Parent Relationer Southwestern University seeks an experienced and energetic director to manage a program of constituent relations for its 10,000 alumni, parents, and triends. Stall supervision, volunteer management, alumni board relations, development, and other advancament responsibilities are included. Canditates should have a proven record of success in advancement, preferably in a similar institution; excellent communication, organizational and computer hierarcy skells; as well as a bachelor's degree and a minimum of three years' experience.

degree and a manufact or mere years assessment as the state of committed to broad-based liberal arts and sciences education. Affabried with the United Methodist Church, it has more than 1,200 students and a history of risking emplanent. The Southwestern endowarded of more than \$1.30 million ratius among the highest in the pation in endowment per student. The University is located in Georgetown, Texas, 28 miles north of Austin, the state capital. The University is located in Georgetown, Reces, 26 miles north of Austin, the state capital. Deadlins for application in July 3, 1992. Send a letter of application, a resume, and his names, addresses, and telephone numbers of three references to the Other of Human-Resources, Job #106, Southwestern University, P. O. Box 770, Georgetown, Texas 78627-0770. Southwestern University is an Affirmative Action, Equal Opportunity Employer.



Coverage of breaking news that affects higher education-from state capitals, academic conferences, and campuses throughout the country and the world -

every week in The Chronicle.

#### **Program Assistant** Carolina Union

Assists in the training and development of the ten to fourteen student programming committees of the Carolina Union Activities Board. Advises and directs student volunteer chalipersons and committee members in program planning, promotion, execution and evaluation for programs such as films, concerts, lectures, gallery exhibits and Cabaret events. Negotiates contracts, coordinates program facility and personnel resources. and personnel resources, monitors budgets, attends and supervises various programs. Must be willing to work a flexible schedule which includes evening and weekend hours. A working knowledge and understanding of the college union philosophy, strong verbal and written communication skills, ability to work independently and establish effective working relationships with university students are essential. Qualifications and experience include an undergraduate degree with major emphasis in student personnel services, recreation or a related field and two years' experience working with university student volunteers in union programming or student activities. A Master's degree is preferred in the above areas with two years' experience or an equivalent combination of education and experience. Salary range \$20,742–31,212.

We offer a salary commensurate with your experience and education, and a comprehensive benefits package. Apply immediately. Resumes only accept-ed with completed applications. For an application, telephone (919) 990-3200 (Toll Free Research Triangle Area of North Carolina) or (919) 962-2991 or apply at: Employment Department, Office of Human Resources, The University of North Carolina at Chapel Hill, CB #1045, 725 Airport Road, Chapel Hill, NC 27599-1045. An Equal Opportunity/Affirmative Action Employer.



#### DIRECTOR OF ADMISSION

Southern Methodisi University invites applications and nominations for the position of Director of Admission.

Caudidates must be familiar with the mission of a selective private university that recruits nationally and internationally. Candidates should have proven recruiting and admission experience. The Director will oversee the undergraduate recruitment efforts of the University including strategic planning and oversight of an office of twenty-five.

Salary competitive and commensurate with experience. Scrouning of applicants and nominees will begin immediately. Résumes will be accepted through July 15, 1992. Applications, numinations, and inquiries should be directed to:

judy J. Mohraz, Associate Provost 209 Perkins Administration Building Southern Methodist University Dallas, TX 75275



Minorities and women are encouraged to apply. SOUTHERN METHODIST UNIVERSITY Affirmative Action, Equal Opportunity Employer.

#### ZASSOCIATE DINECTON SPECIAL OFFICE

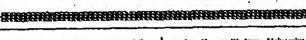
Barnard College, Columbia University seeks an experienced profes-sional for the Special Gifts portion (contributions ranging from \$25,000 to \$100,000) of our \$100 million Capital Campaign. Conduct prospect research and tracking; develop regional cames, palgne; prepare proposals and presentations; participate in soliciting individuals, and ensure proper follow-up. Some travel is

We offer a competitive salary and excellent benefits including 24 days vacation and tution remission. Send your resume with salary history to: Employment Supervisor, Barnard College, 3009 Broadway, New York, NY 10027. Equal Opportunity Employer.

tenuire-track position of Nursing Faculty in the ADN Program beginning August 3, 1992. Responsibilities: Conducts claseroom and clinical instruction; supervises and evaluates students; participates in ongoing curriculum development; and advises students. Qualifications: Master's degree in nursing. Area of expective in adult beath or pecitatic nursing. Area of expective in sadult beath or pecitatic nursing. Two years nursing experience attitut the peat five years. Elliphie to practice as a registered nurse in the state of Kantucky, Submill tetter of aprlication, retume, and references to later than July 13, 1992, two Office of Personni Services, Aiteation: ADN. 2, Morebeed State Universite

Nursing: LFN Lead instructor. Requirements: B.S. degree in Nursing, mayter's degree preferred; hold a valid Georgia Resistered Nurse Licease; must have at least three years of infield clinical or teaching experience within the past seven years. As new programs are added, the successful conditate may be given a leaderthin assignment. Application degadine: June 28, 1997, or until position is filted. Address insulvies to Personnel Office, Filst River Techniques, institute, P.O. Box 1989, Thomas Course 30286; (706) 647-2616. EOE/AA.

MSU is an AA/EO Employer.





#### **Director of Athletics**

The University of Massachusetts at Amherst seeks applications and nominations for Director of Athletics, with an intended ap-Pointment date around September 1, 1992, or sconer. The University of Massachusetts is an NCAA Division I institution sponsoring 22 sports. The Director of Athletics (full-time, 12-month administrator) reports to the Chancellor. The Director tor has total administrative responsibility for the development, management, and operation of all athletic and intramural programs. The Director provides educational and administrative management and leadership in the areas of fiscal management, promotions, marketing, public relations, advertising, sports information, fundraising, and tickets. Qualifications: An advanced degree in an appropriate field is required. The candidate must possess experience in the successful administration of athletics programs or have comparable experience. Can-didates should have a track record of success as a personnel manager and as a successful leader, possess the ability to deal with diverse constituencies, and must present evidence of personal and professional integrity. The successful candidate should exhibit a strong sensitivity to the ecademic mission and requirements of the university and demonstrate an understanding of the proper role of athletics within the mission of the university. The candidate must demonstrate a commitment to NCAA rules and compliance; applicable rules, regulations and laws; and support of academic and affirmative action goals. Candidates should have proven organizational, administrative, communications and interparagnal skills; and demonstrated public relations and fundraising abilities. Compensation: The compensation will be commensurate with quelifications and experience. Application and Appointment Process: To begin the application process, applicants should submit a latter of inquiry, a current resume, and a list of three current professional references with addresses and telephone numbers. Applicant review will begin on July 15, 1992, and will close when a suitable applicant is chosen. Application materials should be sent to: Chair, Director of Athletics Search Committee, 203 Boyden Building, University of Massachusetts, Amherst, MA 01003. The University of Massachuseits is an Affirmative Action/Equal Opportunity

#### Northern Illinois University

CHANGE Program:

CHANCE Program:

Associate Director, Position starts September 1, 1992. Responsible for management, administration and supervision of counseling services to students; train, supervise, monitor and evaluate performance of ten professional counselors; coordinate summer orientation program for students. Required Qualifications: Master's degree in educational administration, student personnel, counseling or closely related area; billingual/bicultural in Spanish and English; excellent supervisory and communication (oral and written) skills and minimum of 3 years' (prater 5 to 8 years) experience in administration and/or counseling of ethnic minorities and educationally underprepared students in higher education. Send application letter, résumé, and three recent reference isters to: Lercy A. Mitchell, Director of CHANCE Program, Educational Services and Programs, NIU, DeKalb, IL 60115. Application Deadline: July 15, 1992.

DEPT. MATHEMATICAL SCIENCES:

DEPT. MATHEMATICAL SCIENCES: Assistant Professor. Anticipated visiting position, specialization in numerical snaipals or optimization theory. Ph.D. and strong potential in research and teaching required. Send application (vita), transcripts, plus three reference letters and description of pessarch program to: Temporary Numerical Analysis Position, c/o Professor William D. Blair, Chair, Dept. of Mathematical Sciences, NiU, DeKaib, IL 60115 by July 15, 1892. AA/EOE.

#### **Fiscal Officer**

**Dartmouth Dining Services** 

Manages all Dartmouth Dining Services accounting systems, including control, financial reporting, and preparation of all budgelary documentation. Prepares monthly financial statements for various Dining Services operations. Advises the Director and members of management team on financial matters. Seeking a bachelor's degree in business administration, or closely related field, with 4-5 tion hatel administration or closely related field. With years of experience in financial management, or a master's in business administration with 2-3 years of relevant experience, or the equivalent. Must have a working knowledge of Macintosh and IBM business applications. Food production and access control systems experience desirable.

Submit resume and cover letter to: Katharine Fisher, 6172 Thayer Hall, Dartmouth College, Hanover, NH 03755-3712.

Darkmouth is an equal opportunity employer.
Women and minorities are encouraged to apply.

r Franciscan University of Steu-frenciscon of Nutring (B.S.N. Pro-nicipates faculty vacanties for fall octorate preferred, M.S.N. In Med-sical or Critical Care, and prior

#### WHITWORTH COLLEGE Registrar

POSITION FUNCTION: Directs processes to ensure the integrity of academic credits given and degrees earned by providing administrative supervision to the Registrar's Office and evaluative input, monitoring, and record-keeping for

QUALIFICATIONS BEING SOUGHT:

National Delina Soughts

I. Master's degree, doctorate desirable,

2. A minimum of five years of experience as Registrar, Associate Registrar, or other administrative faculty member at a higher education institution with significant administrative experience with academic

records.

5. Demonstrated skills in administration, organization, problem solving, and personnel management.

6. Experience with computerized integrated student records systems.

6. A personal commitment to the Christian faith and to the integration

TO APPLY: Please submit: letter of interest, résumé/vita, names, addresses, and telephone numbers for three references, and a one-page statement on your personal commitment to the Christian faith and to the integration

your personal commitment to the Christian fail of the Christian faith with liberal learning to: Registrar Search Committee Office of Human Resources Whitworth Coilege Spokane, WA 99251-0103

Applications accepted until 7/20. ANTICIPATED START: September 1, 1992

Whitworth College strongly encourages women, persons of color, and sersons with physical limitations to apply. Whitworth College reserves the right to extend the search proceedings beyond those dates identi-led in order to assemble an adequate number of qualified applicants.

#### **Trinity College** Hartford, Connecticut 06106 ASSISTANT DIRECTOR OF CAREER COUNSELING

The Assistant Director will focus on the following areas: currer counterling of undergraduates and alumni/ae, including formulation of plans for employment and graduate/professional study; mivite attaches and graduates on all phases of job search; deliver job search and career assessment workshops; and manage recruiting programs for em-ployment and graduate/professional study. Position is scheduled for 10 months each year, approximately mid-August—mid-June. Normal starting salary range from \$18,600-\$21,000 or more, depending upon qualifications and experience.

chelor's degree, preferably in the liberal arts, required; muster's gree preferred. Two years of career counseling or other related high-

Applications will be reviewed starting July 1, 1692 and will continue until the position is filled. Please send resume, statement of interest in advising bright, highly motivated liberal arts graduates, and the names, addresses, and telephone numbers of three professional references to:

Rozanno Burt
Director, Carcer Counsoling
Trintly Collego
300 Summit Street
Harlford, CT 06106 Trinity College is an Equal Opportunity
Affirmative Action Employer.

#### **SELMA UNIVERSITY Director of Fund Raising** and Alumni Affairs

Seima University invites application for the position of Director of Fund Raising and Alumni Affaira. This person will be the principal fund raiser and alumni affairs person.

The successful candidate will provide leadership in the expanded and multi-base external fund raising program which includes alumni and church relations, annual fund, corporate and foundation support, planned giving, church support and developing a viable endowment. planned giving, church support and developing a visual equalifications are a bachelor's degree, master's degree preferred, 2 to 3 years' experiences in institutional development and fund raising at a four year college. Must be capable to work with a amatt black church related institution. Must have record of initiating and managing various fund raising operations. Satary depends on qualification. Position available in September 1, 1992.

Seima University is a smail HBCU, four year liberal arts college supported by the Alabama State Missionary Baptist Convention, Inc. Sorted by the Mabama State Plastonary Daplist Convention, Inc.

Send a letter of application with a vila, three reference in the areas of experience, and other documents before July 8, to: Dr. B. W. Dawson, President, Selma University, 1501 Lapaley Street, Selma, AL 36701.

An update from Washington on what's happening in Congress and in the federal agencies that's likely to affect colleges and the people who work in Academe -

every week in The Chronicle.



Director

#### Student Financial Assistance and Scholarships

The University of North Alabama is seeking an individual to futher develop and provide leadership to its student financial assistance and scholarship office. The person will replace the lorner director who is retiring after more than 25 years with the University.

ONA is the oldest four-year public university in Alabama, tounded in 1830. Emollment is approximately 6,000. About 82% are undergraduates. Winner represent 58% of the student body, 10% are infortities, and 193 of the undergraduates are part-time 690% of the graduate students, Eighty-four percent are in-state students. The University is heated in Fluctuce, where the Tennessee River Valley provides a very beautiful setting for recreational and entimal activities.

QUALIFICATIONS: Applicants are expected to have a master's degree, at least live years of significant experience in student fluoreid assistance, extensive knowledge in the field, evidence of leadership in the profession, a sensitivity to studente critical fluoreid needs, and outstanding human relations and management skills.

RESPONSIBILITIES: The Director will manage an office staff of five full-time employees and additional student workers. She will report to the Dean of Enrollment Management, and will be responsible for managing rolated budgets, directing all matters associated with the Office of Student Financial Assistance and Scholarships, and enquerating with the Registrar's Office and the Office of Admissions which, along with the office, comprise the curollment services division.

APPLICATION: A letter of application, along with a resume and at least three references, should be sent to The Office of Human Resources and Allimutive Action, UNA Box 5043, Florence, Al. 3532-20001, not marked no later than July 15, 1992. Plans are to fill the vacaney as early at August 15, but no later than October 1, 1992. Salacy and henelits are competitive and commensurate with the job responsibilities.

The University of North Alabana is an equal opportunity employer Women and minority candidates are encouraged to apply.

#### **Reference Librarian**

Barnard College, Columbia University seeks a Librarian to provide a full range of library services including reference desk, library instruction and collection development responsibilities. Your schedule will be Sunday-Thursday during the academic year, and Monday-Friday other times of the year.

We require an MLS, strong liberal arts background and knowledge of computers and CD-ROM technology. Academic background in English and American literature and/or women's studies preferred.

We offer a competitive salary and excellent benefits including 24 days vacation and tultion remission. Send your resume and 3 references to: Employment Supervisor, Barnard College, 3009 Broadway, New York, NY 10027, Equal Opportunity Employer.

#### DIRECTOR OF ENVIRONMENTAL SAFETY AND HEALTH

#### LSU Medical Center - New Orleans **ANTICIPATED VACANCY**

This is a position with significant managerial responsibility to countinate and direct all facels of the safety programs of the LSU Medical Center.—New Orleans including occupational, live, radiation/nuclear, biohazards, hazardous waste disposal, environmental conditions, etc.

gineering, science, safety or health. Master's degree in an appropriate field, terminal degree also acceptable. Three years' general and three years' specialized experience in the Occupational Safety field with significant administrative/managerial experience, preferably in an Academic Health Sciences

Submit applications with resume and three references by July 10, 1992 to: Vice Chancellor Institutional Services LSU Medical Center 433 Bulivar Street

New Orleans, Louisiana 70112

LSU Medical Center is an EEO/AA Employer.

#### **ASSISTANT DEAN CUNY MEDICAL SCHOOL**

**RULLETIN BOARD: Positions available** 

The Assistant Dean for Administration/Planning and Special Projects is the senior administrative officer for the CUNY Medical School/Sophic Davis School of Biomedical Education, Under the supervision of the Dean, this individual manages business and administrative support services including: budget development and control; accounting and fixed reporting; personnel services; legal affairs; purchasing; facilities development; space and program planning; and institutional planning and evaluation. The Assistant Dean will supervise a staff of 8-10 individuals.

of 8-10 individuals.

Responsibilities include: Assist the Dean with the planning/implementation of LCME accreditation strategies/activities With the Dean, plan administrative linkages with GME programs to support the undergraduate medical requirements in concert with affiliated hospitals. Manage personnel services to include facilitating appropriate appointments; review/processing of HEO screening materials; salary/performance evaluation administration; and coordination of affirmative action activities. Develop, implement and evaluate space/facility plans to support the clinical, teaching, and faculty requirements of the School.

The successful candidate must have an advanced degree (Masters or Doctorate) and prior senior level management experience, preferably in higher education or medical education institutions. Knowledge and understanding of grants management also desired. Candidates must possess superior interpersonal communication skills (written and oral) as well as solid experience in staff supervision and development. Salary \$46,310-866,310, commensurate with qualifications and

experience. Please send your resume and three references by June 26, 1992 to: Dean Stanford A. Roman, Jr., M.D., CUN Medical School, Room J-909



CITY COLLEGE OF NEW YORK 198th Street and Convent Ave New York, New York 10081 An AA / Ett Employer M

# ACTFL

#### DIRECTOR OF PROFESSIONAL DEVELOPMENT at ACTFL HEADQUARTERS

Applications are now being accepted for the position of Director of Professional Development, THE AMERICAN COUNCIL on the TEACH-ING of FOREIGN LANGUAGES, INC. ACTFL is a national, non-profit service organization for language professionals at all educational lev els, with a membership of 8,000.

Plaza Yonkors, NY 10701-4801 . (914)-962 8530 . FAX (914)-962 1275

The Director will manage all especie of the Professional Development Program, including preparation of the schedule, coordination of consultants, production of brochure, organization of set and special-request workshops, supervision of online ACTFL ORAL PROFICIENCY INTERVIEW Contribution Program, and marketing of workshops, in addition, expertise will be utilized to explore new topics for funded projects and the design of new workshops. Travel is required.

Applicants must be language professionals familiar with the proficiency movement and have a minimum of three years' experience in a managerial capacity. Candidates should possess excellent oral and written communication skills and should have alrong interpersonal and organizational abilities. Review of applications will begin July 6, 1992. Send cover letter and resume to:

6 Executive Plaza Yonkers, New York 10701 ACTFL IS ON EQUAL OPPORTUNITY EMPLOYER.

#### DIRECTOR OF INTERNAL AUDIT

#### The University of Alabama at Birmingham

The University of Alabama System aseks a director for The University of Alabama at Birmingham Office of Internal Audit. The University of Alabama at Birmingham is a major urban university with annual expenditures of \$800 million. Sponsored research expenditures exceed \$100 million.

The Director is responsible for designing and executing a comprehensive internal audit plan including the 850 bed University Hospital.

The successful candidate will have a graduate degree and an earned certification in a relevant field. Expansince in administration or auditing in a medical/research environment is highly desirable. The position is available immediately.

send nominations or applications to: Dr. Warren H. Spruil, General Auditor The University of Alabama System 528 Queen City Avenue Tuscaloosa, AL 35408

The University of Alabama Bystem is an Equal Opportunity. Affirmative Action Employer.

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ter's degree in nutrition, dietetics or retated area (or be able to complete Master's degree by January 1, 1993), 3 or more years of recont practitioner experience in clinical dietetics, college teaching experience and another. Send cover letter highlighter professional qualifications, three letters of reference, trunccipts of all scadenic work, and curriculum vitas (nactude three out) description of spacifilloner experience, treatment, teacher experience, reassarch, service scattricts, and educational preparations.

#### Search Reopened DIRECTOR OF INSTITUTIONAL ADVANCEMENT

Salem-Teikyo University Salem, West Virginia

Salem-Telkyo University, a non-profit educational institution with an inter-national student budy comprised of half American students and half lapanese and other foreign students, seeks a Director of Institutional Advancement. The Director will conduct the University's fund-raising programs and coordinate the alumni and communications programs. Salem-Telkyo University's unique mission—preparing world clitzens to become the leaders of tomortow with an international perspective—has brought considerable national media attention to the campus and a very healthy student enrollment.

The University seeks an energetic, innovative individual with exceptional mulvalional and interpersonal skills. Ideal candidates will have 4-7 years' development experience in higher education. A bachelor's degree is required—CFRE is helpful. This position provides the opportunity for a current Assistant Director to become a Departmental Director.

Interested, qualified candidates should send résumé, 3 professional references, and salary requirements for consideration; interviews will begin July 15, 1992.

Staley/Robeson/Ryan/St. Lawrence, Inc. Suite 315 1990 M Streel, N.W. Washington, D.C. 20036

#### Director of Institutional Research Sacred Heart University

Established in 1963, Sacred Heart University is a co-educational insti-tution of higher learning in the Catholic Intellectual tradition. The University's primary objective is to prepare men and women to live in and make their contributions to the human community. With a student population of 4.600, the University offers 24 Bachelor's and tive Mas-ter's degrees. Entering the fourth year of an aggressive Strategic Plan, the University is adding academic programs, on-campus residential housing, a state-of-the-art computer center and network, and a new recreational complex.

recreational complex.

Sacred Heart University seeks an experienced professional to handle its statistical reporting needs to support the planning and management of the University. The Director will gather data, perform necessary statistical analysis and prepare reports to service both Internal and external constituents. A Master's degree is required with a Doctorate in statistics or research preferred. Strong computer and report writing skills are a necessity as is at least three years of relevant research experience in higher aducation. Qualified applicants may send a letter of application, two copies of a résumé and references by July 10, 1992, to:



Dr. Anthony J. Cernera President Secred Heart University 5151 Perk Avenue Foirfield, CT 08432

Secred Heart University is an Equal Opportunity
Aftirmative Action Employer.

#### **UCLA SCHOOL OF NURSING**

#### Associate Dean for Administration

Reporting to the Dean, this position manages the School's fiscal affairs, staff personne allocation of space and equipment, and public relations and development coordination. assocition of space and equipment, and public relations and development coordination. Qualified applicants must have a Baccatameate in Nursing, Master's and Doctorate in Nursing or related area. Detailed knowledge of nursing curriculum and cirrical practice. Senior level management experience with demonstrated skill in financial planning and analysis, budgeting, cost control and institutional analysis. Demonstrated skill in analysis of manage-planning and in managing complex human resource studes. General knowledge of manage-ment information systems. Demonstrated onel communication, writing, and interpersonal skills Salary dependent upon qualifications. Excellent benedits package. Please send vits with cover letter indicating qualifications for the position to Dr. Ada M. Lindsey, Dean, UCLA School of Nasing, 2-256 Louis Factor Building, (Dept. C.), 10833 La Conte Avenue, Los Angeles, CA 90024-1702. An Affirmative Action Employer.



A complete list of the latest government grants, foundation grants, and private gifts to colleges and scholars -

every week in The Chronicle.

#### DEAN OF THE **COLLEGE OF LETTERS AND SCIENCE** University of Wisconsin-Madison

The University of Wisconsin-Madison, one of the most distinguished educational and research institutions in the nation, invites applications and nominations of the position of Dean of the College of Letters and Science. The College of Letters and Science is the largest academic unit within the University. The College consists of 45 academic and professional departments, a wide array of ecademic programs abroad, and interdisciplinary instructional and research centers. The College has approximately 900 faculty, 700 academic staff, 4,700 graduate students, and 17,400 undergraduate students. The total budget is \$150 million, of which \$117 million is for instruction and research. In 1991, the College received 464 federal awards toraling nearly \$48 million. The College has a long-standing comer amitment to excellence. Thirty-one departments and programs within the College of Letters and Science are ranked in the top ten nationally, and five departments are tanked number one. Five Nobel Prizes have been awarded to College faculty and alumnit, and 14 current faculty are members of the National Academy of Sciences.

The Dean of the College of Letters and Sciences serves as the chief academic and programs within the college faculty and alumnit, and 14 current faculty are members of the National Academy of Sciences.

the National Academy of Sciences.

The Dean of the College of Letters and Sciences serves as the chief academic and executive officer of the College with responsibility for staffing, budget, curriculum, student academic allates, and space management. Primary qualifications for the position include a successful record of administrative management and leadership in higher education; academic accomplishments as a scholar and teacher that meet the standards for a tenured appointment at the rank of full professor in the University of Wisconsin-Madison faculty; a commitment to the diverse mission of a major public university, including undergraduate and graduate instruction, research, public service, and outreach; and the ability to related to external constituencies.

The position is available january (, 1993. Applications and nominations should be received by September 30, 1992, to ensure consideration. Submit applications and nominations to:

Professor Peter D. Spear, Chair Search and Screen Committee Dean of the College of Letters of Science University of Wisconsin-Madison 134 Bascom Hall, 500 Lincoln Drive Madison, WI 53706 Telephone: (608) 262-9337

The University of Wisconsin-System is an Equal Opportunity, Affirmative Action Employer.

#### Director of Development

A professional development officer is sought for a key position in the University's 375-million-dollar campaign. Reporting to the University's Director of Development, this person will be responsible for Major Gift solicitation for the College of Engineering and Applied Science. Five years' experience, including some campaign experience, is sought. Some engineering or hard science background is a plus. Inquiries should be addressed to the Asalstant Personnel Director, University of Rochester, Box 638, Rochester, NY 14642.

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MANAGER **FOUNDATION FUND RAISING** 

MPT

If you can

Demonstrate a solid national foundation fund-raising track record,
 Plan and execute sophisticated, results getting atrategies,
 Write and present with the very best,

then we want to talk with you about joining our national program marketing team. We are looking for someone with a proven track record in foundation fund raising. A bachelor's degree and four years fund-raising experience are required. Please submit resums (with sai-ary requirements) by July 10, 1992 (o:

Maryland Public Television 11767 Owings Mills Blvd. Owings Mills, MD 21117

EDEJAA

structor of Pathology: In addition to teaching, the anccessful candidate will establish and supervise a disgenciale molecular biology laboratory. Applicants must have an ALD, degree and must be beard eligible or certified by the American Board of Pathology. Qualified applications must have research experience with molecular biology techniques, experience performing molecular biology assays and publications in peer-reviewed medical Journals. In addition, candidates must be similate or hold a medi-

cal license in the District of Columbia.
Proof of least right to work in the United
States must be provided. Total know per
week: 40; work schedule: 8500 nm to 5500
pm. Ansual salary is 5300,000. Applicants
about forward two copies of inter curriculum vitae, names of three reference, a that of
publication; and a brief statement of research training and interests to: DOES, 500.
C Street, NW. Room 325, Washington, Disso20001; reference Job Order #1120.

300

#### Milwaukee Area Technical College ASSOCIATE DEAN,

# **HEALTH OCCUPATIONS**

Milwaukae Area Technical College, the largest and most compre-hansive within the Wisconsin Technical College system, is extend-ing its search for an Associate Dean for Health Occupations. MATC serves a district of 1.2 million residents through its downtown

Milwaukee campus, three regional campuses and numerous satel lite programs throughout the district. The Associate Dean will supervise full and part-time faculty and support personnelin Dental Hygiene, Dental Laboratory Technology, Occupational Therapy Assisting, Physical Therapist Assisting, Pharmacy Technologa, and Respiratory Therapy. Duties include overall support, assistance, and coordination of daily operations of assigned areas throughout the district, and collaboration with the Dean to develop a curriculum to meet the needs and interests of students business Industry and the recommits. The experiments The students, business, industry and the community. The candidate selected will work with three other divisional associate deans to

carry out the instructional mission of the division. Candidates must hold professional certification, licensure, or regis-tration in one of the 14 altied health/dental care disciplines offered by the division. A minimum of a master's degree in either education, allied health, or dental care is required. The position requires three to five years of related leaching experience, and at least two years occupational experience in a related health vignal discipline. Expeiance in developing grant proposals is a definite plus.

Discover the satisfaction in offering your talents to help advance a 75-year tradition of high-quality education. Enjoy at the same time an attractive salary (negotiable within a range of \$47,820 to \$62,160), accented by fully paid insurance, pension, vacation, holiday and

To apply, please call (414) 225-1800 for an application form and job description. Priority will be given to applications submitted by July 3, 1992. Review of applications will begin July 6th, and continue

MILWAUKEE AREA TECHNICAL COLLEGE 700 West State Street Milwaukee, WI 53233

MATC is an Affirmative Action/Equal Opportunity Employer

#### **Highland Community College DEAN OF BUSINESS SERVICES/** PERSONNEL AND EEO OFFICER

HIGHLAND COMMUNITY COLLEGE invites applications for the position of Dean of Business Services/Personnel and EEO Officer.

GENERAL DESCRIPTION: Serves as chief administrative and fiscal officer and reports directly to the president. The position has overall responsibility for: accounting, personnel, contract negotiations, business services, investments, budgeting, contracts, computer services, physical plant and purchas-

MINIMUM QUALIFICATIONS: Advanced degree in business preferred; 3-5 years' relevant experience preferably in higher education. Supervisory experience; Accounting major undergraduate, CPA destrable; progressively responsible experience leading toward in depth understanding of the controller, budgeting, personnel and computing functions preferred. Ability to interact collegially with all internal and external constituencies of the college. interested applicants should submit letter of application, résumé, copy of ranscripts and three current letters of reference to

Personnel Office Highland Community College 2998 Pearl City Road Freeport, IL 61032 AN AA/FOE

Philosophys Department of Philosophy, University of Illinois at Urbana-Champaign. Regular tenure track full-time appointment, beginning August 1992 or subsequently, Rank: Assistant Professor. Area of Specialization: philosophy of mind or sther area related to CS/Al (Cognilive Science). Candidates must have a strong research and teaching interest in CS/Al. Degree: Ph.D. is necessary for appointment as Assistant Professor. Salary: competitive, Teaching: semester system. Mormal load: two contres per somester, All levels, introductory to gradity. ter system. Normal load: two countes per sementer. All lovels, introductory to graduate. Specific cointest some related to CS/AI, others to be determined. Other duties: usual departmental committee work. Thesis and independent study supervision. Involvement expected in the UIUC's interdisciplinary CS/AI program. Application: candidates should submit a letter of application describing their CS/AI interest, a Wib, and the names and addresses of at least three references. Applications will be received and considered until the position filled. The University of Hillook is an Affirmative Action, Equal Opportunity Replect to: Professor T. O. McCarthy, Chair, Department of Philosophy, 105 Gregory Hall, University of Illinois, 810 South Wright Street, Urbana, illinois 61801; telephone; 2177333-2869.

Philosophy: The University of Toledo. One year leave replacement only. Seven to pine Tolegree distributed over three quarters. Introductory to Master's levels. Area of specialization: Open: Ancient Philosophy area.

ferred. Aron of competence: Ancient Philosophy. The succassful applicant will promise excellence in teaching the ingroductory survey course in ancient western philosophy and a specialized courte in ancient philosophy and a specialized courte in ancient philosophy for advanced undergraduate majors and matters sudements. As well, the successful applicant will be take to teach large (100-dius students) sections of elementary logic with students succions of elementary logic with students student assistance. Possible upportunity to teach an booops justinaniles course on the ancient world. Salary competitive for the satisfant repleasorial rank. Ph.D. preferred. Deadprofessorial rank. Ph.D. profestred. Dead-ino July 8, 1992, for receipt of complete applications. Mail applications, including writing sample and course evaluations, to Charles V. Blatz, Chalman. Department of Philosophy. The University of Toledo. Toledo, Ohio 43606. EEO/AA Employer.

Physical Education: Two bull-time, nine-month, probationary, tenure mack positions beginning September 9, 1992, in the Physical Education Department as Menica to State University. Salary commensurate with qualifications. Position 1: Doctorate with emphasis in statistics and research dealem with background in blomechanics, measurement and evaluation, notor learning, and/or bloatalistics. Position 2: Doctorate in exercise physiology or epidemiology with capphasis in corporate/community finess. Prefer ACSM and/or AFD certification, Both positions also require teaching in other areas of ability/oceds within the dopartment, The Physical Education Department is one of six departments in the Colica of Health and Russas, Performance.

#### INDIANA WESLEYAN UNIVERSITY

formerly Marion College

Indiana Wesleyan University, an evangelical Christian university spansored by the Wesleyan Church, is seeking applications/nominations for administrative positions within its Leadership Education for Adult Professionals Program. Immediate opening for twelve-month administrative positions to provide leadership within dynamic adult degree completion and graduate program of over 2,100 students. Candidates must possess demonstrated leadership skills related to duties and responsibilities of position. Demonstrated ability to lead, offer vision, and successfully manage professionals in an admir or compresse serving.

A doctorate in Business, Administration, Adult Education or related disci-pline is preferred. The Associate Dean reports to the Vice President for Adult and Professional Studies. A combination of academic and curporate experience is desirable but not required.

#### Associate Dean for **Business and Management Programs**

Shall be responsible for the scademic administration of the Business and Management division of the Leadership Education Program including 1,500 associate, backelor's and graduate students. Includes supervision of professional staff in areas of faculty and curriculum development. Ability to evaluate and develop quality academic programs essential. Experience in innovative program design desired.

#### Associate Dean for Program Development and Evaluation

Responsible for the administration of general education and elective studies program offered throughout the state. Duties include the development and supervision of innovative certificate programs for business and industry. Shall coordinate the planning and implementation of new programs and services. Proven leadership skills required.

Send letter of application, résumé and references to:

Vice President for Adult and Professional Studies Indiana Wesleyan University Leadership Education Center 4406 South Harmon Street Marion, Indiana 46953

Screening of applicants will begin on July 1 and will continue until an appointment is made.

AA/EOE

#### **DEAN POSITIONS**

Black Hawk Community College, Moline, Illinois, seeking applicants for: Dean of Student Services: To perform total planning, coordination and implementation of all Student Services' programs at the College. Master's degree required; doctorate preferred. Educational background including graduate level study affording a thorough understanding of, and commilment to, the mission and function. Five years' higher education experience as student services administrator required; community cullege experience preferred.

lege experience preferred.

Dean of Science, Math and Technology: To assist the VP for Instruction in creating & maintaining a positive learning environment, including budgeling, curriculum and staff development, implementation and planning, grant writing and community relations with business and inclustry. Master's degree required; doctorate preferred. Demonstrated educational background demonstrating an understanding and commitment to a comprehensive community college. Ten years' progressively responsible work experience in educational administration; or, equivalent combination of training and experience required. Experience in the management of occupational/technical education curricula.

Screening begins July 10, 1992. Submit lights of application and the production of application and the presence of application and application application and application application and application application and application application application and application application application application application and application application application and application ap

Screening begins July 10, 1992. Submit letter of application and résumé to Human Resources, 6600 34th Avenue, Moline, filinois 61265. We are an equal opportunity employer. M/F/V/H.

#### When you need to fill a job fast

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For more information. please call (202) 466-1055

TO A STATE OF THE STATE OF THE

#### **DEAN OF INSTRUCTIONAL AFFAIRS**

ley Tech, Indiana's Technical College, invites applications and nomina-tions for the position of Dean of Instructional Affairs for the Northwest

the College is seeking a creative educator that is student centered to provide academic brackership and vision. The Dean of Instructional Aslairs reports to the Vice President/Chancellor, and is responsible for implementing all academic policies and procedities, monitoring all ocurrees and special programs which carry credit, evaluating current contracts and programs, developing new currentum initiatives and establishing graduation and credit requirements.

Minimum Qualifications: The ideal cambidate must hold a Master's degree plus a minimum of 30 additional hours is a related field. Doctoral degree preferred, and must

- Must have experience in teaching, administration, business and industry training, curricular design and program development, financial management, employee development, strategic planning and marketing. Must have a record of career movement demonstrating.
- increasing responsibility.

  Must have a demonstrated commitment to the infestion of a community based vocational and behavioral college, and the ability to communicate effectively with faculty, staff, students, parents, and other constituencies. A proven record of significant community visibility and involvement will be a primary consideration.
- Must have a commitment to, and proven experience in assessment, program review and planning, and instructional effectiveness.
- Applicants must have extensive experience and knowledge of student services functions and issues, thorough understanding of excollment management strategies relating to the recruiment and retention of students, and respect for ethnic, cultural, and social diverging.

Salary and Benefits: The salary will be competitive and commensurate with qualification and experience. The College offers excellent fringe benefits, including TIAN/ CREF retirement.

Application: Send all applications and nonmations to:

Search Committee for the Dean of Instructional Affairs Attn: Gwendolyn Flicks-Worlds, Director of Employee Relations Indiana Vocational Technical College 1400 Fast 35th Avenue Gary, IN 46408

Indiana Vivational Technical College is an Equal Employment Opportunity, Afternative Action State College

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#### UNIVERSITY OF MARYLAND AT BALTIMORE **SCHOOL OF MEDICINE**

#### Associate Dean for Scientific Affairs

The Assurfate Dean for Scientific Affairs reports due dy to the Dean, School of Medicine, and to responsible for the Medical Scince's ressau transfigaduate student programs. In responsition with the Campie Office of Gaduste Studies and Research, the Assiciate Dean plans and coordinates institutional research resources; protoners intended activities; and interfaces with external sponsors and regulatory agencies. The surressful condulate shall have carried a Doctorate in the biomedical

- A minimum of two years' administrative experience increasing and graduate studies, preferably in a medical school setting
  an established track rectorlast a principal meestigator, with consistent peer teviewed familing during the last five years
  experience in developing interprofessional programs

Salary is commensurate with the hackground and experience of the individ-ual selected. Excellent benefits p.u.kage. Position Available: August 1, 1992.

To apply, send letter of application and correction vitae to.

Ms. Jeanette Kacamarek Assistant to the Dean University of Maryland School of Medicine 655 West Baltimore Struct Baltimore, MD 21201

For consideration, applications must be received by July 2, at which time the screening process will begin. The University of Ataryland at Baltimore is an Affirmative Action, Equal Opportunity Employer.

The university is focated in Mankato, Minnesota, 80 miles southwest of Minneapolis' 5. Faul. By June 30, send vita, three recommendations and official injuscripts so: Position 1: Dr. Harry Krampf. Position 7: Dr. Keat Kalm, Box 28, Mankato State University, Mankato, Minnesota \$6002-8400.

Physical Education: Tenure track faculty Position in Physical Education. Senior instructor or Assistant Professor depending upon qualifications. Masters degree in Physical Education and strong sport skills required. Public uthool experience and ability to tench basic Physical Education lecture classes and first aid labs desirable. Salary \$25,000/academic year. Send letter of application, virse, and three reference contacts to: Dr. Carl Lathen, HPRRD, University of Idaho, Moscow, Idahu, 83843; (208)885-7921. Selection process begins on July 6, 1922.

Physical Education: Tenure-track position available Aurusi, 1992. Doctorate required, Strong scientific background, especially in exercise physiology, is needed. Mass be able to coach women's backetball. Submit vita, graduate transcripts and the sames of three references to: Dr. Rebocc, Witson, Vice President for Academic Affairs, Virginia Interpont Colleges. Bristol, Virginia 24201. Review of applications will begin July 1, 1992. VI is an equal opportunity employer.

Physical Science: Central Community Colette in Columbus, Nebrasta, has a full-mast
opening for a Physical Science lastructor at
the Platte Campus, Individual must have at
teast a Master's dearet with at least on
years of teaching under related experience. Demonstrated teaching excellence
preferred Knowledge of computer speking
tions and post-recondary teaching citetions
one as desirable. Individual will such
obstical aciences coursel, including: One
cral and Organic Chemistry. Physics, all
Physical Science. Instructional modes is
clude traditional tocture and laborators
and individualized instruction. Scale letter
of application, current returned, credenial,
analog academic transcripts to: Capita
Community College, Doughts 1. Box
1 florant Resources Manager, P. Ader,
1903, Organi Palend, Nebrasha 6802-001.
or phones 308-318-3177. An Equal Opportmay Affirmatives Action Employer.

Education/itealib/Assistant Fortula Coach More month position. Master a de-gree with assistant work to physical season tion and hugh school feaching required. Teaching may include Secondary Methods. Fests and Measurements, activity classes. Football assistantes includes activity classes, football assistantes includes affection has, related coaching dules. Assistantes from include completed MSM application from via, francingts, threat of the first of reference. Screening starts July 16, 50st Apoly to De Russ Fortier, Moorbus, acti-

Apply to Dr. Russ Furtier, Moorbead 3553; University, Moorbead, Minneton 3553; 218-236-2321, MSU is an AA/EO employ-

# DEAN

#### **College of Agriculture** and Natural Resources The University of Connecticut

RILLETIN BOARD: Positions available

The University of Connecticut Invites applications and nomina-tions for the position of Dean of the College of Agriculture and Natural Resources. The University of Connecticut is a land-grant institution located in rural eastern Connecticut with an under-graduate enrollment of 16,000 and a graduate enrollment of 6,000. The College is composed of 6 academic departments: Agricultural and Resource Economics, Animal Science, Natural Resources Management and Engineering, Nutritional Sciences, Pathobiology, and Plant Science.

The Dean reports directly to the Provost and Vice President for The Doan reports directly to the Provost and Vice President for Academic Affairs and has overall responsibility for personnel, programs, and budgets for the college and the two-year Ratcliffe Hicks School of Agriculture. The Dean also serves as the Director of the Storrs Agriculture Experiment Station and the Director of the Cooperative Extension System. The College of Agriculture and Natural Resources has approximately 350 professional staff and a budget of about \$20 million.

The successful applicant must have a vision and capability to adthe succession applicant must have a visit and capability to ad-dress the challenges facing the food, agricultural and natural re-sources systems in a rapidly urbanizing state. Applicants should have the scholarly and teaching credentials appropriate for full appointment in an academic department within the college at the

The review of applicants will begin immediately and the search will remain open until a candidate is selected. Nominations or letters of application, accompanied by a curriculum vita and the names, addresses, and phone numbers of five references should be submitted to: Doan Search - College of Agriculture and Natural Resources, Office of the Provost and Vice President, The University of Connecticut, U-86, Storrs, CT 06269. (Search #2A78)

At the University of Connecticut, our commutations to excellence is complemented by our commutation to landing a cultivally dispre-stall. We actively encourage women, people with disabilities and members of mutatity groups to apply





#### DEAN OF ADMISSIONS AND FINANCIAL AID

#### Agnes Scott College Decatur, GA 30030

Agnes Scott College is a selective liberal arts college for women located in the metropolitan Atlanta area. The College maintains a relationship with the Presbyterian Church (U.S.A.) and draws students and faculty from a wide range of backgrounds. Its endowment places the College within the top 10 in per student support.

The Dean of Admissions and Financial Aid reports to the President and is responsible for the following:

Development and implementation of short and long-range recultiment goals consistent with the College's strategic planning efforts.

Supervision of all recruitment, financial aid and scholarship programs through the Directors of Recruitment and Financial Aid who report to the Dean.

Coordination of the admissions and financial aid functions with all of the College's constituents.

Qualifications for the position: Graduate degree in suitable field preferred.

Considerable admissions experience, preferably in a liberal arts college with sufficient knowledge of financial aid and scholarship issues to supervise this area as well.

Excellent akills in writing, speaking, budget and management. Travel is required. Send nominations or résumés with names of 3 references by July 20 to:

President Ruth Schmidt Agnes Scott College Decaiur, GA 30030 Position to be filled as soun as possible.

Agnes Scott College is an Equal Opportunity Employer.

President: Corsatot Technical College, De Queen, Arkansan, Apolications are invited for the position of President, Chief Executive Officer of the College, directly responsible to the Board of Trustees. De Queen, Arkansan and Cossatot Technical College are located in Southwest Arkansan at the interaction of U.S. Hathways 70 & 2.71 fifty miles north of Texarkans, Arkansan. De Queen has a population of 5,000 and is the county seat of Sevier County 120,000 populates and the series of Samous for the business and the series of Samous for the business and dating synthetic meanty. Important sadanties in the area are operated by Weverhaeuser Company, Pilgram Poultry, Tyson

Foods, and Poulan/Weedcater. Cossatol Technical College was analytished in July, 1991, was previously Constituted Food Technical School (founded in 1975), and is presently secking North Central Association accreditation. Present empliment of the College is 125 vocational-technical and 225 academic students. The mission of this excessible and affordable educational opportunities within its service area. Both academic and vocational programs are important in the mission of the college. This offering is for the first President of Cossatol Technical College and provides unique and a exciting opportunities for the creation and

DEAN OF THE CAMERON SCHOOL OF BUSINESS



#### University of North Carolina at Wilmington

UNCW invites applications and nominations for an individual with high energy, vision, and creative kndership abilities for dean of the Carmeron School of Business Administration. This position is effective July 1, 1993. QUALIFICATIONS: The candidate will have a distinguished record of performance in leaching, research, and services, an earned doctorate in business or economics, and quality for the rank of full professor with tenure in one of the school's academic departments. Candidates with business experience will be valued. Fund-raising ability is crucial. An appreciation for the various business disciplines, an international perspective, and a commitment to liberal arts education are highly desirable. spective, and a commitment to liberal arts education are highly desirable. THE UNIVERSITY: The University of North Carolina at Wilmington boasts a beautiful 661 acre wooded campus with 8000 students. UNICW is one of the fastest growing universities in the University of North Carolina system. The university ofters 45 undergraduate majors, 13 master's majors, and a joint-spunsured doctoral program in Marine Science. The Cameron School of Bustruss Administration includes the departments of accountancy & business law, economics & finance, management & marketing and production & decision sciences. Fifty-five faculty members serve 1600 business majors and MBA students. Housed in Carneron Hall, the school has a 60,000 square fool, technologically up-to-date facility. The Wilmington area comprises approximately 120,000 people and features a thriving port, business community, and tourism industry. Bounded by the Atlantic Ocean and the Cape Fear River, Wilmington offers the best in coastal living.

best in coastal living.

APPLICATION PROCEDURE: The search committee will review applications starting August 14. Applications should include a letter discussing experiences and accompliahments relevant to this position, a current vitae and letters from at least three references. Phone inquiries should be directed to Steve Harper (919) 395-3517. Applications and nominations should be sent to: Dr. Steve Harper, Chair-Business Dean Search Committee. Cameron School of Business Administration, UNC-Wilmington, 601 S. College Road, Wilmington, NC 28403. UNCW is an EEO/AA engluyer.

#### Cape Fear Community College **DEAN OF STUDENT SERVICES**

Cape Fear Community College is seeking applications for the position of Dean of Student Services. The Dean of Student Services is a senior level position and is responsible for the following areas: admissions, registration, countseling, testing, placement, recruitment, onentation, financial aid, and student activities. The Dean is also responsible for planning, reporting, and budgeting for those functions related to Student Services.

Ohalifications: a master's degree (preferably in student services) with five years of progressively responsible experience in the administration of student services in a college or university setting is required. Desirable credentials include: teaching or counseling experience in a college setting, graduate work beyond the master's degree, and experience in a community college setting. Salary and benefits are competitive. Salary range \$45,000-\$53,000. Applica-tion deadline: July 24 or until position is filled. Starting time: September 8, 1992 or as soon thereafter as possible.

To apply, call (919) 343-0481 or write for a CFCC application. To assure consideration, submit the completed application form, graduate transcripts, and three current letters of reference to: Personnel Director, Cape Fear Community College, 411 N. Front St., Wilmington, NC 28401.

Cape Fear Community College is located in coasial Wilmington, North Carolina on the beautiful Cape Fear River. An AA/EO Employer.

molding of this invituation. The success of a Technical College is largely dependent upon the commitment, experience, and ability of the Chief Executive Officer in operating a comprehensive institution which is responsive to the needs of the service area. The local Board seeks a person with the following minimum qualifications: I) demonstrated understanding of and commitment to the role and scope of a comprehensive two-year college; it an earned doctorate from a recognized and accredited university, or a minimum of five years of cantral administrative experience in a two-year college, or a gainfunct of five years of experience as the chief executive of a post-secondary latitution: 3) a calcinum of three years of administrative experience in a postecoodary institution at the level of department head or above; 4) demonstrated second of commitment to equal opportunity and affirmative action; 5) demonstrated ability to direct foundation work and local fund-rating activities; 6) strong leadership qualities and ability to make solid decisions, furthering a common sense of

purpose throughout the College; 7) skills fiscal management, budgeting, and faci ties development, and experience in admit ilea development, and experience in administrative management, with the ability to work with a policy-making Board; 8) dem onstrated ability to change and meet new markets and technologies; 9) ability to communicate effectively with diverse group within and without the College community 10) experience with a comprehensive Community Technical College; and 11) willing ness to live in a typical small-town, anufera, translevironment in a community with fear than 5,000 population (the entire State of Arkansas has a population of 2.3 milks people, the largest area being rural). Send letter of application stating how the appears that the constant of the contractive letter of application status how the appli-cant meets the requirements, a current re-sume, and three letters of reference to whiter H. Leeper, Chairman; Cossatol Technical College Board of Trustees; 10st Westwood Drive; De Queer, Arkanss 71832. The Search Committee will begin re-viewing applications on July 13, 1992, No candidate can be guaranteed full consider-stion if materials are received after that



L'he most extensive listing anywhere of jobs available in higher education -

every week in The Chronicle.

#### DEAN OF **ACADEMIC AFFAIRS**

Davry Institute of Technology is accredited by the North Central Association and TAC/ABET. As part of an eleven institute system, with an overall enrollment of 25,000 students throughout North America. Devry/Los Angeles provides high-quality, carear-oriented higher education programs in business and technology to a diverse student population. The institute offers bachelor's degrees in Electronica Engineering Technology, Computer Information Systems, Business Operations, Telecommunications and Accounting, and has an enrollment of 2,000 students.

The Dean of Academic Affairs serves as the Chief Academic Officer of the institute and reports directly to the President as a member of the executive team:

Represents the scademic perspective in all Local and National policy and procedure deliberations.
 Implements high-quality applications-oriented curriculum and instructional delivery systems.
 Prepares and monitors academic budgets and altocation of

Institutional resources.

Administers academic personnel procedures including EEO, ADA, retention and promotion programs. In conjunction with Human Resources.

Molivates and develops academic administration faculty,

 Manages academic facilities and support programs such as Library and Academic Support Center, fuloring, laboratories, and other educational services.
 Maintains appropriate academic records and prepares re-ports to external and internal review agencies. The successful candidate will have:

an advanced degree in education (Ph.D. preferred)
 teaching experience at the post-secondary level with major emphasis on instructional methodology and/or educational

emphasis of hispactional hathacology and of acceptular leadership
elignificant academic/leadership expenies with an ability to apply sound business practices in an educational setting eldentifiable commitment to participative leadership through highly visible interaction with students, faculty, and administration

trailon

progressive experience in a large urban setting with a culturality diverse student population

demonstrated ability to initiate clear action-oriented goals and objectives, organize nacessary resources, develop, implement and monitor financial plans, and maintain effective working relationships with diverse groups of individuals

commitment to applied leadership, personal empowerment, and tearnwork

Please mail letters of application, including current resumé

Human Resources Department DeVry Institute of Technology 12801 Crossroads Parkway South City of Industry, CA 91748 EOE/WF

#### **DeVry Institute of Technology**

#### NORTH CAROLINA AGRICULTURAL AND TECHNICAL STATE UNIVERSITY GREENSBORO

#### **School of Education**

Applications are invited for the following tenure track positions:

Associate Dean (12 months) Works as generalist for the Toacher Education Program. Develops grant proposals; teaches and conducts research. Coordinates the advisament program and special projects involving local schools and the University. Doctorate; public school and higher education experience; and publication and grantsmanship record are required. Salary and rank will be commensurate with qualifications. Closing date for application is July 10, 1992. Beginning date is August 14, 1992.

Chairperson, Department of Curriculum and Instruction (12 months)

Provides leadership and coordinates the undergraduate and Master's degree' programs in elementary education and the prolessional studies components; coordinates the Master's degree program in reading and media; and teaches in a program offered by the Department. Must have the doctorate, public school and higher education experience, and documentation of publications and grantsmanship. Rank and salary are dependent upon qualifications. Closing date for application is July 10, 1992. Starting date is August 14, 1992.

For each position, applicants must submit: letter of application vita
 official transcripts
 three letters of reference from persons who know the applicant profes-

Address all applications to: Ms. Gloria Cain, Administrative Secretary
Dean's Office, School of Education
North Carolina A&T State University
Greensboro, NC 27411

date. It is expected that the new President will be selected and in place no later than November 2, 1992. Compensation is competitive with other Technical and Community Colleges of comparable size in the region. Costatol Technical College is an Equal Opportunity Employer.

Psychology: Jacksonville State University is accepting applications for a one-year visiting faculty position in the Department of Psychology at the level of instructor or assistant professor. Requirements faculted a Mater's or bisher degree in psychology, college teaching experience in introductory psychology, and belawloral statistics. The faculty gearch will continue until position is filled. Please send latter of application, resumb, names, addresses and telephone opposers of a reference to: Personnel Services, Jacksonville State University, Jacksonville, Alabarra 36265. An EMAA Employen

Psychology: Gardner-Webb College has a position available for Fall, 1992 with undergraduate teaching responsibilities in developmental and experimental streat as well as opportunities to teach in everture agreey, and school graduate counciling programms; and school graduate counciling programms preferred. The college which whites quality leaching and interaction with students and collegaues, is located in beautiful, rural western North Carolina with access to both a major metropolites area and counciling. As a college supported by the Baptist State Convention of North Carolina, Gardner-Webb employs persons who participate in and wholeheartedly support a Christian white system. Send all collegiate transcripts, a resume and I letters of recommendation to Dr. Olimer Blackburn, Associate Vice President for Academic Affairs. Gardner-Webb College. Boiling Springs, North Carolina 28017; (704) 434-2161.



**BULLETIN BOARD:** Positions available

VICE CHANCELLOR

(Chief Administrative Officer)

RANCHO SANTIAGO COMMUNITY COLLEGE DISTRICT

The Vice Chancellor will be responsible for District policies and

procedures as they apply to the operation of the Santa Ana Campus. Student population on the campus is 27% Hispanic, 21% Asian, 4%

Black, 1% Native American, 44% White and 3% other. The Vice

Chancellor will be an advocate for campus programs and will be

Annual Salary: \$94,767.

or Phone (714) 564-6485

or as soon as possible.

Seeking Staff Diversity

An Affirmative Action and Equal Opportunity Employer

VICE CHANCELLOR FOR

**ACADEMIC AFFAIRS** 

University of Hawaii at Hilo

The University of Hawall at IIIIo (UIIII), on the Island of Hawall consists of line Colleges of Arts and Sciences, Agriculture, Confinuing Education and Community Services, and the Office of Student Services, Approximately 2,800 students of diverse cultural and educational backgrounds are enrolled. The Vice Chancellor for Academic Affairs is part of the Senior Vice President and Connection's Office and provides the executive leadership in assisting and advising the Senior-Vice President and Chancellor in the overall planning, organizing, and management of academic programs. The Vice Chancellor for Academic Affairs: is responsible for developing and planning institutional and academic programs, academic budgeling and resource allocation; supervises faculty and staff development programs, and federal grant program administration: monitors academic personnel actions and transactions; and participates in academic personnel policy development and negotiation. In addition to working with collegiate units at Ultif and the University System, he/she maintains lialson with external groups and agencies (e.g. Congress, State Legislature, Department of Education) on academic programs.

MINIMUM QUALIFICATIONS: Earned doctorate or appropriate terminaters.

MINIMUM QUALIFICATIONS: Earned doctorate or appropriate terminal degree from an accredited institution in a discipline appropriate to a liberal arts college with selected professional programs; experience and qualifications consonant with appointment to senior faculty rank minimum of five years' experience in collegiale program administration: excellent oral and written communication skilts experience with and commitment to the mission of a liberal arts college with professional programs in a mullicultural setting.

MINIMUM MONETHIN EATLANCE 45.

APPLICATIONS: Submit letter of application describing how each of the minimum qualifications are met, current resume, and the names, addresses and telephone numbers of at least three (3) professional references to: Audrey S. Furukawa, Assistant to the Chancellor, University of Hawall at tillo, Hilo, Hilo, 111 96720-4091.

APPLICATION DEADLINE: Postmarked no later than June 50, 1992.

An equal employment opportunity, appirmative action employer.

\*

MINIMUM MONTHLY SALARY: \$5, 183

II 933-339v

Contact: Personnel Services

Rancho Santiago Community College District

1530 W. 17th Street, Santa Ana, CA 92706

Applications will be accepted until position

is filled. Screening of applications will begin

July 27, 1992. Starting Date: Sept. 1, 1992

responsible to build bridges to the local urban community.

SANTA ANA CAMPUS



VICE PRESIDENT FOR ENROLLMENT MANAGEMENT & DEAN OF ADMISSION

The Vice President for Enrollment Management and Dean of Admission is an executive level position reporting directly to the President. This person is responsible for admission, financial aid, and retention. Bethany College offers a highly competitive salary and benefit package.

#### **Preferred Qualifications**

Bethany seeks candidates who have skills in organization and implementation, data analysis, budget management, and a thorough knowledge of admission and student financial aid policies and regulations. Strong communication and interpersonal skills, as well as the ability to operate within a team-oriented environment, are essential. Proven success in a liberal arts institution is

#### Bethany College

Bethany, a private, selective, four-year, residential liberal arts college, is located in the northern panhandle of West Virginia, less than an hour from Pittsburgh, Pa. Founded in 1840. Bethany is the Mountain State's oldest degreegranting institution of higher learning. Bethany College is a Carnegie Foundation Liberal Arts I institution. Bethany's student body is comprised of students from over 30 states and 17 foreign countries. Located in a designated historic district, Bethany College has five National Register buildings on College property.

#### Application Procedure

A letter of application, or nomination, should be sent to: President's Office, Bethany College, Bethany, WV 26032. The processing of applications will begin in mid-June.

Bethany College is an equal opportunity employer.

#### **Bethany College**

Established 1840 · Bethany, West Virginia



#### Senior Associate Dean for Clinical Programs

The Medical College of Wisconsin invites applications and nominations for the position of Senior Associate Dean for Clinical Programs. The Senior Associate Dean for Clinical Programs reports directly to the Dean and is responsible for the overall integration of clinical programs among the College's seventeen clinical departments, as well as for the management of its outpatient clinical facilities, patient billing office, clinical marketing and managed care programs. Applicants for this position should possess an M.D. degree. Qualifications for this position include excellent administrative and negotiating skills and prior experience in an academic health care environment.

The Medical College of Wisconsin is located on the 240-acre campus of the Milwaukes Regional Medical Center. The College is a private, free-standing medical school with a public mission: excellence in education, research, patient care and community service.

Applications and nominations, which will be considered in confidence, should be directed to:

Roberta L. Maier, Director, Faculty Affaire Medical College of Wisconsin 8701 Watertown Plank Road Milwaukes, Wisconsin 53226

The Medical College of Wisconsin is an Equal Opportunity, Affirmative Action Employer, MP/D. Women and minority candidates are encouraged to apply.

Psychology / Counseling: Counseling/Clini-cal Psychologist, 12 months, salary com-petitive. The Feens Tech University Cour-seling Center, Lubbock, Texas. The Contor

has an APA-accredited intereship. Duties involve eareer, academic, personal/social couoseling, group, marriage and family, consulation, outreach, supervision of graduate internepracticae. Prefer applicants from APA-accredited training programs and APA internalisp. Sond loquity, vita and references to: Rolf Gordhamer, Ph.D., Director, Counseling Center, Box 4506, Labbook, Texas 78403-5008. An Equal Opportunity, Affirmative Action Institution.

Psychology / Counseling: Psychologist or Counselor. University counseling service. Anticipated position. Direct clinical services for personal and psychological con-cerns. Psychological education. Consult-



#### Search Extended **PROVOST**

Incoming President Leslie H. Cochran has extended the national search process for nominations and applications for the position of Provost at Youngstown State University. YSU has seven schools/colleges: College of Applied Science and Technology, College of Arts and Sciences, Williamson School of Business Administration, School of Education, William Rayen School of Engineering, College of Fine and Performing Arts, and the Graduate School, and enrolls approximately 15,000 students.

School: and errous approximately 15,000 students.

The Provost is the principal academic officer, reports to the President, and is responsible for supervision of all instructional activities and faculty matters in conformity with the policies of the Board of Trustees and the directions of the President. He'she will be responsible for leadership in maintenance of academic standards; academic and institutional planning, budget development; and development and coordination of instructional, scholarship, and research activities. The successful candidate will demonstrate collegial leadership qualities to work effectively within a decentralized mode of administration.

Minimum Qualifications: An earned doctorate, with a distinguished record of leaching and scholarship; extensive academic administrative experience commensurate with an appointment as senior academic officer; experiences in securing new undergraduate and graduate degree programs; an understanding and sensitivity to the unique role and mission of a metropolitan university; familiarity with professional accreditation procedures and guidelines; and demonstrated commitment to equal opportunity and affirmative

Salary is Competitive and will depend upon the qualifications of the

Date Available: January, 1993. To be assured full consideration, send nominations and/or letters of interest along with curriculum vitae, official transcript, and names and addresses of at least three references by July 15, 1992.

Executive Director of Personnel Services
Youngstown State University
Tod Hall 223 Youngstown, OH 44555

Youngstown State University is an Affirmative Action, Equal Opportunity Employer. Minorities and women are encouraged to apply. (Applications for employment and all supporting material are subject to disclosure under Section 149.43(B) of the Ohio Revised Code.)

#### **Dean of Continuing Education**

The Dean of Continuing Education reports directly to the Vice President for instruction and has primary responsibility for leadership in providing credit and non-credit continuing education programs at GRCC.

Qualifications include the following:

- Master's degree required.
   Three years of successful administrative experience in higher education, perferably in continuing education. Teaching experience is destrable.
   Demonstrated capacity to provide dynamic, creative and effective leadership in continuing education, community education programs, anxior programs meeting the needs of adult learners.
   Ability to work cooperatively with various constituencies, including faculty, support staff, college administrators, outside agencies and business and professional leaders.
   Demonstrated experience in planning, budgeting, staffing, and supports.
- Demonstrated experience in planning, budgeting, staffing, and supervi-
- ador. D Experience in working with Basic Skills programs (Adult Basic Ed., English as a Second Language, GED) preferred.

  Understanding and agreement with the Washington community college mission and philosophy.

Green River Community College is located in Aubum, Washington, about 3D minutes from both Seattle and Tacoma. The College is known for its cummitment to students and its beautiful natural setting. The salary is \$56,854 with excellent benefits.

Applications are due by 4:00 p.m. Monday, July 6. Employment begins August 15 or sooner. For required application contract:



Personnel Office Green River Community College 12401 SE 320th Street

An Affirmative Action, Equal Opportunity Employer

ing. Training and supervision. We seek an extraveried, responsible, creative person with ability to interpret and enhances the personal development of students. Master's degree required, Relevant experience, and the supervision of supervision experience required. Relevant experience is aligned to the supervision of desirable. Salary nesotiable. Full-time, 10-month appointed (August-May). Begin August, 1992. Selection will start July 20. Send with transcript, address-esyhone numbers for 5 recommendations, and statement of bow candidate might ap-proach thear responsibilities for Robert H. Baston, Derector, Box 1033, Washinston University, One Brookings Drive, St. Lou-is, Missouri 6310-4899. We support af-firmative action and equal employment op-portunity. Minorities and women are en-couraged to apply.

start July 20. Stand wha transcript, addressstyphone numbers for 5 recommendations,
and statement of how candidate might approach thate responsibilities for Robert H.
Baston, Director Box 1030, Washinston
University, One Brookings Drive, St. Louin, Missouri 63130-4839. We support affirmative action and equal embloyment opportunity. Minorifies and women are cocouraged to apply.

Public Relations: Copywriter. Bachelor's
degree in lournelism, marketing, subjic replations, communications, or relisted area
and professional copywriting experience in
the stras of news releases, brothures, vidco activities, and speeches. Graphics backsround and modia relations experience in
preferred. Salary Range: 533,000-520,000.
Résimes guast be received by July 2, 1992
at Broward Community College, Human
Resources Department, 225 Bast Lao Olas
Boulevard, Ft. Lauderdale, Florida 33301.
Equal Access, Equal Opportunity institulion.

Public Relations, Assistant Director. Aggressive media relations professional with
the employment process contact Ms. Rogressive media relations professional with
the employment process contact Ms. Ro-

berts L. Chamberlin, Associate Directur of Human Resources 1301-689-41051. Send letter of interest, resume, graduate transcripts, and names, addresses, and telephone numbers of three references, by July 17, 1992. In Chair, Search Committee for Department of SPERVAthlettes, cho Office of Human Resources. Frustburg Same University, Frostburg, Maryland 21532. Add EEO Employer.

Registrari University of Dallas, Associate Registrar. Responsible for the accuracy and integrity of student academic records, verification of eligibility for graduation, preparation of statistical reports and supervision of superori stall. Applicants untal have a college degree and five years work experience in the registrar field. Ability and Religious Studies: New Zaaland, University of Casterbury, Lecturer in Religious Studies: New Zaaland, University of Casterbury, Lecturer in Religious Studies: Applications are invited from persons their perimetry expertise in the darkon for the above tentured position in the darkon for the above tentured position in the Department of Philosophy and griggion



#### DEAN OF THE COLLEGE OF LIBERAL ARTS AND SCIENCES KUTZTOWN UNIVERSITY

Kutztown, PA 19530

THE UNIVERSITY THE UNIVERSITY
Kutztown University, one of 14 institutions in the State System of Higher Education of Pennsylvanda, invites applications for the position of Dean of the College of Liberal Arts and Sciences. The University enabls approximately 7000 students in undergraduate and graduate programs. The University is bended in a picture-sque rand setting adjacent to the Borough of Kutztown. Two moderately large cities, Allentown and Reading, ile within 18 miles of the campus. New York City is 90 miles to the northeast and Philadelphin 4s 70 miles to the South.

THE POSITION
The Dean of Liberal Arts and Sciences reports to the Provost/Vice President for Academic Affairs. The Dean works closely with the Provost and other college deans to provide lender ship in achieving and maintaining excellence in academic nears. He or she holds a twelve month management position without tenure or neademic rank. The College hachness the departments of Anthropology and Sociology, Blological Science, Criminal Justice and Social Welfare. English, Fureign Languages, Gangraphy, History, Mathematical Computer Science, Nursing, Philosophy, Physical Sciences, Political Science, Psychology and Telecommunications. There are approximately 18 faculty in the College, serving 1700 students enrolled in majors. The College also plays a major role in providing general education courses for the University. THE POSITION

The Dean of Liberal Arts and Sciences is responsible for leadership and supervision in all areas of activity in the College and its departments. He've participates in institutional policy and decision-making as a member of the Dean's Council.

QUALIFICATIONS

An eurned doctorate in a discipline appropriate to the college.

A strong record of scholarly activity
 A record of teaching effectiveness.

A record of reaching effectiveness.
 Successful experience in academic administration at the level of department chair or higher for at least three years, including knowledge in academic planning, development of curriculum, preparation and management of budget and management and evaluation of personnel.
 Effectiveness in promoting high standards in teaching, program development, academic advising and research.

Effective oral and written communication skills.

Skills necessary to be a strong advocate for the college.

Demonstrated ability to work effectively with administrators, faculty and students with diverse interests

 Demonstrated commitment to faculty governance Demonstrated commitment to affirmative action and to furthering cultural

Salary will be commensurate with qualifications and experience and include sulary will be confinence with qualifications and experience an interest of among an excellent fringe benefit package. Apparatument is preferred by January, 1993 and no later than July 1, 1993. Subnot by August 13, 1992, a letter of application, current resume, and the names, addresses, and telephone numbers of three references to:

Chairperson, Search Committee for Dean, Liberal Arts and Sciences cho Office of the Provost Kutztown Onversoly Kutztown, PA 19530

KU is an Allimative Action, Papal Opportunity Employer and activity solicits applications from qualified women and minorities.



#### ASSISTANT DEAN AND DIRECTOR OF DUAL-DEGREE PROGRAM

The Washington University School of Engineering and Applied Science invites applications for the position of Assistant Dean and Director of the Dual-Degree program. The School is committed to building this program

The Assistant Dean/Director is responsible for recomment and admissions of students as well as developing and expanding relations with associate culleges. Applicants should have at admin, expandence in Arts and Science colleges, preferably in Dual-Degree type programs, and have a gradual degree, preferably in science, mathematics or originaring. The successful applicant should also have demonstrated administrative ability. A high-reary level person is sought to establish good working relationships with the liaison officers, faculty and students in the associated colleges. Regular visits to the campusus of associated colleges will be necessary.

This position reports directly to the form of the Expanding and The Assistant Deart/Director is responsible for recruiment and admission

This position reports directly to the Dean of the School of Engineering and Applied Science. Salary will be commensurate with qualifications. Applications will be accepted through July 6, 1992 or until the pusuion is lifled. Send returned to

Dean, School of Engineering and Applied Science

Interviews will begin in mid-july.

Affirmative Action, Equal Opportunity Employer Employment aligibility verification required upon hite.

Studies. The appointes traut be able to teach about Christianity from the Introductory to the posturaduze level. Preference will be given to candidates who have research laterests in one or more of the full present relation and genider; the integration of testing relation and genider; the integration of religious studies; Christianity in Pacific or other one-European societies. Compensate in the appropriate languages is rescale from 18/217, 440 s. Sextas, 448 (tear), and propriate series of the sextas of the

Research/Blochemistry: Research Scientist; 37.5 bourn/week; 8:30 a.m. 5:00 p.m.; 821,000/sear. Overtime as peeded, 800 compensated, Job requires Ph.D. in Bochemistry and 1 year's experience as 8 Researcher in Biochemistry or Immunochemistry. Job also requires 11 i published

#### DEAN

#### ANDERSON GRADUATE SCHOOL **OF MANAGEMENT**

#### University of California, Los Angeles

UCLA invites nominations and applications for the position of Dean of the Auderson Graduate School of Management. As the Chief Executive Officer, the Dean provides the coardemic, intellectual and administrative teadership to the School. The Dean is responsible for improving and promoting the quality and effectiveness of the School's instructional, research, external affairs, and development

ness of the School's instructional, research, external affairs, and development programs.

The Anderson School has approximately 100 faculty PTC and a like number of staff FTE. The regular MIA program has approximately 750 students divided between the first and second years, the Executive MIA program has 120 attaches likewise divided between two years, and the fully Employed MIA program has 180 students divided among three years. The Doctoral Program has approximately 125 attaches at all stages of the curriculum finally, the Executive Program, a set les of non-degree executive courses, has approximately 1,200 students enrolled each

Applicants should have substantial administrative experience, preferably in a re-search university, and scaderoic qualifications appropriate to the rank of full professor in the School, Salary will be commensurate with background and expe-rience. Starting date is July 1, 1905. To be assured of full consideration, nominations and applications abould be sent by September 13, 1902 for

AOSH Dean Search Committee c/o Ms. Connie Chitick Office of the Chancelor University of Celifornia Los Angeles, California 90024

UCLA is an Equal Opportunity, Affirmative Action Employer

article in a referred journal in the area of molecular cloning and expression of man-mailan asee encoding multifunctional proteins; 2) I graduate course in microbiology; 3) I graduate course in wirology; and 4) I graduate course in molecular genetics. Job dutjes: Conduct research on the regulation and expression of the multifunctional protein, CAD in mammalian cells. Cons wild type and mutant functional domains. Transfect into mammalian cells. Assess effect on function of CAD in vivo. Use (some nochemical techniques to measure the level of expression. Intellige, and introcellular nonnemical resultance to measure the level of expression, function, and intracellular location of CAD. Analyze, summarize, and prepare results of research for international publication/presentation. Qualified applicants should send resume and verification of requirements to 7310 Woodward, Room 415, Detroit, Michigan 48202; Reference 435692. Employer Paid Advertisement.

#31692. Employer Faid Advertisement.

Research / Chemistry: Postdoctoral Research Associate. Photochamistry and radiation chemistry, including laster spectroscupy and pulse radiolysis, of polymera systems of utility in industrial applications. The principal experimental techniques include steady-state absorption, laster flash photolysis, steady-state and time-resolved emission apectroscopes thota fluorescence and pisophorescency of pure polymer fluor and polymers doped with huminescent soderules. The behavior of short lived reactive intermediate is interpreted, via comparier calculations and simulations, to detarmine the nature of the polymer bend mixtures as related to their industrial uses. Of perticular interest are chemical accessibility, mobility, polymer configuration, plasticity, and detraction, plasticity, and detractics and mechanisms of polymerication of industrial mixturals. Education must include experience in polymer chem-

Research Managements Research Coordinator. The University of Florida Health Science Center/Jacksonville tacks a full-time faculty position in the Department of Community Health and Family Medicine. The major responsibility will be the coordination of all research projects. Technical facilities, talary and frings baselite are excellent. The appointment will be at the academic rank of Assistant Professor based on Ph.D. desree, training, background and experience. Application recruiting deadline is July 2, 1992. Send curriculum vitae to

istry, haser design, anectroacopy, composer manipulation of data, ability to determine molecular weight and molecular weight distribution by gel permeation chomatography, and ability to aperate electron resonance spectrometer and electron accelerator (Febetron, 40 hours per week \$19,300 per year. Reply to University of Notre Dame, Notre Dame, Indiana 46556, Attention: Oliver P. Williams

Division of Infections Diseases, major research indversity, to conduct research in bacterial genetics. Research focuses on studying the moiscoins resource of Campylobacter and Heliocobacter virulence. Beaterial genetics techniques used include the use of cloning DNA sequencias, seen regulation, and molecular biology techniques. Applicants must have a Bachelor's degree in one of the biological sciences plus two years' research asperience in bacterial genetics, including the use of cloning DNA sequencias, some regulation, and molecular biology techniques. Salary \$20,350 per year. Send résumé ac 1500 Order #TN 1402817, Kaily Malo, Job Service Program and Technical Support, Termessee Department of Employment Section, Nashville, Tennessee 37245-1200.

# University of San Diego

#### VICE PRESIDENT FOR ACADEMIC AFFAIRS/PROVOST

The University of San Diego invites applications and nominations for the position of vice President for Academic

Affairs and Provosi.

THE UNIVERSITY: The University of San Diego is an accredited, coeducational, independent, Catholic university founded in 1949. USD offers a wide range of academic and professional programs to 6000 students at the graduate and undergraduate levels in a College of Arts and Sciences and four professional schools including Business Administration, Education, Law and Nursing, USD considers teaching its highest priority with both scholarship and service to others as integral to its mission. It welcomes students, faculty, administration and staff of all races, religious and cultural backgrounds. A five year plan begun in 1989 reflects the consensus of the University community on five distinguishing characteristics: 1) Catholic: Within its commitment to probe the Christian message as proclaimed by the Catholic Church, the University welcomes to its community members whose lives are formed by different traditions and insights, 2) Quality: The development of human, environmental programmatic and financial resources will be grounded in a commitment to quality as distinguished from size or comprehensiveness for example, 3) Values Academic integrity, understanding, wisdom, knowledge, prudence, justice, courage, temperance and truthfulness are values at the core of the University, 4) Cultural Diversity: USD is committed to reflecting the cultural pluralism of local and regional populations in which all members are welcomed for who they are, and 5) Hollson The University seeks to offer opportunities for httellectual, physical, spiritual, psychological, social, cultural and environmental development of its members.

RESPONSIBILITIES: The Vice President for Academic Affairs/frovost reports directly to the President of the

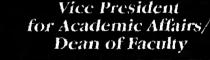
for Intellectual, physical, spiritual, psychological, social, cultural and environmental development of its members.

RESPONSIBILITIES: The Vice President for Academic Affairs/Provost reports directly to the President of the University. Together they are responsible for developing, implementing and supporting the University's educational mission. The Vice President for Academic Affairs/Provost and the Vice President for Inancial Affairs coordinate the annual budget process of the University as a whole. He or she has broad responsibilities under the President for academic policy and practice, and for hiring, promotion, tenure, and other relevant aspects of personnel matters. In the President's absence, the Vice President/Provost normally replaces the President.

QUALIFICATIONS: Applicants must have an earned doctorate in an academic field with a distinguished record of teaching, scholarship and publication as well as extensive academic administrative experience commensurate with an appointment as a senior academic officer. The successful candidate will provide evidence of strong organizational, leadership and communication skills and must demonstrate understanding of and sensitivity for a shared governance structure. He or she must be an informed, committed Roman Catholic.

SALARY: Salary is competitive and determined on the basis of qualifications and experience. APPLICATION: Application letter with vita and 2 letters of reference (names and phone numbers of 4 others) will be received until September 8, 1992 with interviewing to begin in late October, 1992. Please include a letter, not to exceed two pages, expressing your reasons for interest in this position. Letters of nomination will be received until August 15, 1992. Application or nomination should be submitted to: Darlene A. Pienta, Ph.D., Chair, Provost Search Committee, Provost's Office, University of San Diego, Alcalá Park, San Diego, CA 92110, Phone: (619) 260-4553; FAX (619) 260-2210.

Equal Opportunity, Affirmative Action Employer.



The Position: The Vice President for Academic Affairs is Chief Academic Officer of the Codege and Dean of Faculty and reports directly to the President Heishe supervises all academic administrators (the Dean of the Undergraduate Codege, the Dean for Graduate and Continuing Education, the Registrar, the Directors of the Library and Media Center, the Academic Coordinator of Computing, and the Department chain) and makes recommendations to the President in all matters concerning the appointment of the instructional staff. Heishe is responsible for providing academic leadership to the faculty, encouraging inculty devolopment, and generally promoting excellence in leaching.

providing academic leadership to the faculty, encouraging iaculty devolopment, and generally promoting excellence in leaching.

Qualifications: An earned doctorate is required as are teaching and administrative experience. Candidates should be able to show a record of scholarly achievement and teaching auccess as well as an understanding and appreciation of Catholic higher education. Direct experience with Cotholic higher education will be favorably regarded.

The College: Assumption College, founded in 1994 and appreciately the Augustinians of the Assumption since that time, is an independent, coeducational, Catholic liberal arts college, with 1790 undergraduate students, 600 graduate students, 900 continuing education students, and a full-time faculty of 115. The undergraduate college offers 23 majors in liberal arts and pre-professional programs. Graduate degrees are differed in five areas, with 12 majors and a variety of degrees and certificate programs available in Continuing Education.

The Campus is located on a beautiful 130 acre campus in the residential Westwood Hills section of Worcester. That city, the second largest in New England and located approdunately one hour west of Boston, boasts a consortium of ten colleges and universities, an outstanding art museum and civic center, a science museum, and many other attractions.

Application Procedure: Cooling date for applications is June 30, 1992. Starting date is negotiable. Salary is commensurate with experience and qualifications, and includes excellent fringe benefits. Applications should include a personal letter of interest, a current resume, an official transcript, and the names, addresses and telephone numbers of at least three professional references. Correspondence should be addressed to:

Rev. John L. Franck, A.A., Vice President for Student Affalm, Chair, Search Committee, Assumption College, 500 Salisbury Street, Worcester, MA 01615-0005.



ASSUMPTION COLLEGE

George Wilson, M. D., CHIFM, 653 West Eighth Street, Jacksonville, Florida 32209, EEO/AAB.

Researcivitéchanics: Research Associate, will apply the principles of mechanics, applied mechanics and numerical snalysis, including boundary element, finite element, and specifial methods to develop innovalive methodologies for the constance, convergence and stability analysis in subseycling also rithm to be applied to the application in conlinear dynamic fracture problems and wave propagation theories. Will apply global-local finite element techniques for failure analysis with confussion of crack propagation and sheer strain localization to chading development of spectral-finite element method application in composite materials and viscophanicity, Requires

Ph.D. or completion of all requirements for Ph.D. of carree in Theoretical and Applied Mechanici. Education to Inciside completion of Ph.D. thesis in the development of numerical method analysis, finite element analysis and appeared methods, in the application of convergence, consistency, and stability scalings in subcycling absorution of clemental and nodal partitions to failure analysis with emphasis on crack propagation and after strain localization. Hours: 9.00 a.m.-3.00 p.m. 40 hours per week at \$25,000 a.m.-3.00 p.m.-3.00 p.m.-3.00 p.m.-3.00 p.m.-3.00 p.m.-3.00 p.m.-3.00 p.m.-3.00



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**VICE PRESIDENT FOR** 

**ACADEMIC AFFAIRS** 

The University of Toledo invites nominations and applications for the position of Vice President for Academic Affairs.

Founded in 1872, The University of Toledo has been a member of the university system of the State of Chio since 1967. It is also a member of the National Association of State Universities and Land Grant Colleges. The University of Toledo has an enrollment of 25,000 undergraduate and graduate attudents and employs approximately 1,400 full-time and part-time faculty members. The University consists of six undergraduate degree-granting colleges (Arts and Sciences, Business Administration, Education, Engineering, Pharmacy and University College), a Graduate School which grants doctorates in 21 disciplines and the College of Law, a Community and Technical College located on the Scott Park Campus and a Division of Continuing Education, its 210 acre Bancroft Campus is foosted in a pleasant residential area on the western edge of the City of Toledo. It also has a convocation facility that is part of a recently completed Convention Center in downtown Toledo.

The Vice President for Academic Affairs will report directly to the President and will serve as Acting President in the President's absence. The Vice President for Academic Affairs is the chief academic officer of the University and is responsible for the direction of the University's instructional programs, administration of personnel and budgets in all academic areas, the maintenance of academic standards and the provision of strong academic and administrative leadership. The Vice President for Academic Affairs works closely with the Academic Deans

Candidates for the position will be expected to possess an earned doctorate or other appropriate terminal degree; qualifications for a tenured faculty position in one of the University's academic departments; extensive academic administrative experience; a record of effective

teaching; demonstrated scholarly achievement and a commitment to collegial and consultative management style. Salary and tringe benefits are competitive.

The Search Committee will begin to review applications on August 15, 1992. In order to ensure full consideration, nominations and applications should be received before that date. The posi-

interested persons should submit a letter indicating an interest in the position, a complete

Applications and nominations should be sent to: Dr. David Meabon, Vice President for Student Alfairs, The University of Toledo, Toledo, OH 43606-3390.

tion will remain open and applications will be reviewed on the 15th of each month until filled.

resume and the names, addresses and tolephone numbers of at least five references.

#### **VICE PRESIDENT** FOR BUSINESS **AFFAIRS**

#### ROBERT MORRIS COLLEGE Pittsburgh, Pennsylvania

Robert Morris College, located in Pittsburgh, Pennsylvania, seeks applicants for the position of Vice President for Business Atfairs, Robert Mortis is experienced rapid growth over the last two decades and is now in a dynamic development phase that requires the leadership of an experienced business administrator. The College is a focused institution offering undergraduate and graduate degrees in business administration and selective bachelor of arts degrees in English and Communication. The College serves over 5500 undergraduate and graduate students in two locations: a 230-acre residential campus near the Greater Pittsburgh International Airport, and a center in the heart of

As the chief business officer, the individual is expected to provide strong leadership for the sound fiscal operation of the institution and assure development and maintenance of physical resources appropriate to the goals of the College. The individual must be able to work collaboratively with all segments of the College community.

The successful candidate should have:

- A minimum of a bachelor's degree; preference will be given to individuals with an MBA.
- Successful managerial experience in two or more areas of responsibilities including accounting, computing, budgeting, purchasing, physical plant management, personnel services, and auxiliary operations.
- A thorough knowledge of modern administrative systems and a working knowledge of computers.
- A record of successful leadership in an
- A high level of energy and a commitment to

All interested applicants should apply to:

Executive Assistant President's Office P.O. Box 15600 Pittsburgh, PA 15244

ROBERT MORRIS

All inquiries will be held in strict confidence and applications will be accepted until the position is filled. Robert Morris College is an Equal Opportunity Employer

#### Senior Vice President **Development and Corporate Relations**

#### **PBS**

We are seeking a proven, broad-gauged manager with an outstanding track record and reputation for team-building to oversee Development and Corporate Relations. Reporting to the Reccutive Vice President/Chief Operating Officer, the Senior Vice President will provide leadership to PBS member smitons to interesse funding for public television, and will oversee efforts to communicate the value of PBS's essential services to licensees and ourside contituencles. Include management of the Development, Corporate Information, and Conference Services departments. The ideal conditate will have a minimum of 12-15 years' management experience, preferably in public broadcasting, and a fund-raising/development/marketing background. Must have superior communication and people management skills with a commitment to excellence and the ability to lead and inspire. If you meet these requirements, please send letter of interest, résumé, and salary requirements



PBS is an equal opportunity employer.

Research/Medical Science: Research Associate. To perform studies on endometrial and oversinn cancers. Candidate must devision research plans, coordinate procurement of samples, identify and dispect normal and neophasite lissue samples from from frosh, hysterectomy specimens, prepare samples, and carry put histologic and blockentical deterministions. Candidate will be required to make formal presentations of data collected to departmental faculty. Re-

quirements: Master's degree in Medical Sciences or equivalent. Proof of training in synecologic oncology. Two years' experience in laboratory and clinical investigation of synecologic cancers, including at least one year's experience with historical cancers in the straining of steroid receptors; demonstrated knowledge of steroid hormone action (publications in field). Salary: \$21,000/year. Send resume with Social Security number, references and copies of publications to in-

Search Reopened



#### VICE PRESIDENT FOR **ACADEMIC ADMINISTRATION**

Providence College invites applications for the position of Vice President of Academic Administration. Position available July 1, 1993.

Duties: chief academic officer of the college; normally reports to the Executive Vice President, supervises overall planning of curriculum; coordinates the hirting, promotion, and tenure of faculty; chairs Committee on Academic Rank and Tenure; serves on all major administrative committees.

The following report directly to this Vice President: Associate Academic Vice President; Dean of Graduate School; Dean of Undergraduate Studies, Dean of the School of Continuing Education; Dean of Minority Student Affairs. Criteria: an earned doctorate or a recognized terminal degree; ability to active-ly promote the mission of the college: strong administrative skills and academic credentials; demonstrated teaching excellence; effective communication skills; dynamic, innovative leadership qualities.

Salary: commensurate with qualifications.

Applications to include: letter of application, curriculum vitae, and three letters of recommendation. It is the responsibility of the applicant to insure that the letters of recommendation are forwarded directly to the cheir of the search

Deadline: Review of applications will begin immediately. Priority will be given to complete applications received by July 15, 1992. Review will continue until the position is filled.

Mail to: Donna T. McCaffrey, Chair Search Committee—Vice President for Academic Administration Harldns Hall, Room 107 Providence College Providence, RI 02918

Providence College is a Roman Catholic, four-year, coeducational, liberal arts college, which welcomes qualified men and women through equal opportunity and from all religious and ethnic backgrounds. The college promotes the pursuit of sound scholarship and the principles of the Judeo-Christian heritage through the unique Catholic tradition of the Domintican Order. Providence College is an Equal Opportunity Employer.

#### **KNOXVILLE COLLEGE**

knoxville College, a Presbyterian related liberal arts college located in Knux-ville and Morristown, Tennessee Invites applicants and nominations for two administrative positions reporting directly to the President of the college,

Vice President and Dean of the College:

Serves as the chief academic and administrative officer under the President; provides day-lo-day supervision of all senior officers and academic heads to ensure the effective and efficient implementation of administrative, academic, and financial management of the college.

Candidates should have an earned directorate, proferably in an aris and sci-

Candidates should have an earned doctorate, preferably in an arts and sciences discipline, at least five years of senior level administrative experience, demonstrated leaching and research competence, as reflected in publications, excellent human relations skills. Salary is competitive and commensu-

Director of Institutional Advancement:

Responsible for directing all phases of resource development; directing external relations with private sector and alumni in all media; working with other college offices to present an image of the campus and communicate its development goals to various external constituencies; and coordinating outreach activities with other college and universities.

reach activities with other college and universities.

'Candidates must have significant demonstrated managerial experience in university relations, resource development, fund raising, and alumni relations, as well as ability to plan, organize, and direct activities of Development College Relations, printing of college materials and communications; an understanding of teaching, research, and service missions of the HBCU as well as its continuing covenant with the Presbyterian Church in the role of development; ability to provide visionary leadership in the areas of development, alumni and family relations, communications and public relations; a proven record in fund raising and program planning is required as well as a readership style characterized by enabling and team building; must be able to relate well to the college's many constituencies both on and off the campus; proficiency in communication skills, both written and oral; should be computer literate; and an earned bachelor's degree at a minimum, preferably a master's degree.

Salary is competitive and commensurate with qualifications and experience. Applications on both positions will be received through July 1, 1992 or until the positions are filled.

Please submit letter of application, vitae, graduate transcripts and three letters of reference to:

Dr. John B. Turner, President Knoxville College 901 College Street Knoxville, TN 37921

Knoxville College is an atunity, Affirmative Action Employer.

diana State Employment and Training | nisms of new suitide and precious metals.

Research/Medicines Medical Researcher.
Research/Medicines Medical Researcher.
Research in nuclear medicine to determine the level of expertise necessary to read digital state of expertise necessary to read digital state of expertises. In addition, notis have one year of general interpulse or residency. Must have inflicient background in computer technology as swidenced by training certificate or ostificates to set up instruction for analyzing and digitaly impacts by use of standard nuclear medicine computer systems. Sakry \$513.69 per week; \$-00 a.m. to \$-00 p.m. Send résumé to South Carolin Employment Service, P. O. Drawer N. Charleston, South Carolina 29402, Attention: J. Isahower. Job Order \$956190.

mints of sew saintds and precious metals, flotation respents, and flotation elemistry of suifide mineral separation; apply electrochemical techniques, FTIR and LIVIVis spectroscopy, particularly in-situ spectroscopy, particularly in-situ spectroscopy, particularly in-situ spectroscopy, particularly in-situ spectroscopy, and flow uncreasing the suifice state of the suifice state of the suifice state of the suifice state of the suifice research said? write or participate in the preparation of research proposals. Requirements: Fh.D. Mining and Minerals fingingering; experience in electrochemistry and flotation chemistry of suifides and precious metals, mass-balanced thermodynamic calculations for mineral flotation systems; excellent written/oral communication skills. Full-time, 8-5 Monday-Friday, \$30,000 year, Mail or band carry resume with copy of advertisement to: VEC, Department 3008, 1207 Franklic Road, 5W, Roanoke, Virginia 24002-0061. Job Order & VAIOS2246.

#### UNIVERSITY OF COLORADO SYSTEM

The University of Colorado consists of four campuses, located in Boulder, Denver, Colorado Springs and a Health Sciences Center in Denver. The University of Colorado System is currently seeking mominations and applications for the following two positions:

#### ASSOCIATE VICE PRESIDENT FOR FINANCE AND UNIVERSITY TREASURER

The Treasurer is an officer of the University appointed by the University Board of Regents, who reports to the Vice President for Budget and Finance. or regoris, who reports to the vice President for bringle and Pinance.

The University System has a single treasury for managing the assets of its four compuses. The Treasurer is responsible for the aggressive cash management and investment policy; the core insurance programs including tak management; management of real assets; external and internal linenting; determining and managing debt capacity; and general financial advice and analysis through membership on various University oversight and advisory boards A high degree of personal and professional integrity is essential to this position.

Minimum qualifications include: A Bachelor's degree in finance, business or management, from an accredited college or university, a broad knowledge of public sector debt issues; proven experience in investment pobly formulation and management, insurance management, public and/or private sector asset management, investments, debt issuance and management, and financial management.

Preferred qualifications include: Experience with major public or private university or large company treasury activities; advanced degree in business management or related field.

#### ASSISTANT VICE PRESIDENT / CONTROLLER SEARCH REOPENED

This position exercises functional control over each Campus Controller to assure that fiscal practices of the campuses are in compliance with University policy, the State Fiscal Rules, IRS regulations, Generally Accepted Accounting Principles and Practices and State legislative initiatives. The position reports to the Associate Vice President for Management Planning and interacts with other University administrators as required.

other University administrators as required.

Minimum qualifications include: A degree in accounting, finance, business, management or computer science, from an accredited college or university, a current CPA certificate; an understanding of and experience in computerized General Ledger accounting systems and complex Consolidated Pinancial Statement preparation; minimum of five years' management level experience in accounting or finance with a proven ability to nanage, coordinate, and train in a complex environment; ability to communicate affectively both orally and in written form.

Preferred qualifications include: Experience with a large research institu-tion or public higher education; advanced degree in accounting or related field; knowledge of current tax laws applicable to non-profit organizations.

APPLICATION-Please send a current vita, a letter of application and the names, addresses and phone numbers of three references. Application als must be postmarked no later than August 15, 1992. Sond applications

For Treasurer's Position: Search Committee for Assoc VP/Treasurer University of Colorado Campus Box 25 Boulder CO 80309

For Controller's Position: Search Committee for Asst. VP/Controller University of Cotorado Campus Box 436 Boulder, CO 80309

The University of Colorado has a strong institutional commitment to the principle of diversity. In that spirit, we are particularly interested in receiving applications from a broad spectrum of people, including women, members of eithird minorities, and disabled individuals.

#### Senior Vice President for Finance and Administration (and Treasurer)

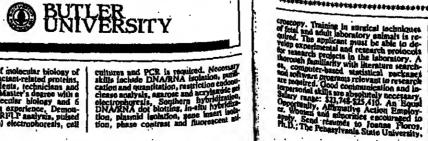
Butler University unites nominations and applications for the position of Senior Vice President for Finance and Administration, reporting directly to the President. the University seeks an Innovative executive with senior experience in independent higher education to join the President and the Provost in the operating executive group of the University. The functional portfolio includes finance, treasury, human resources, legal services, business services, facilities planning and plant maintenance, campus safety and auxiliary services. Specific competencies in the use of information technology in management and in quality improvement programs are expected. Importantly, the Senior Vice President will lead the resource allocation function for operating and capital requirements as part of the executive team.

Butler University provides the highest quality liberal arts and professional education in a suburban residential environment located seven miles from the heart of metropolitan Indianapolis. Butler is an Institution well-positioned and directed toward the achievement of its fremendous potential. This officer will lead the development and deployment of the management tramework that will enable officers, deans, faculty and staff to serve the teaching, service, and research functions of the University.

A philosophical commitment to independent higher education is necessary and a terminal degree would be of value, but not required. Compensation will match the expectations of the appropriate candidate.

The preferred starting date is as early in the Fall of 1992 as possible. Nominations and applications should be directed to Dr. George Kaludis, GKA, Inc., Search Consultants, Senior Vice President Search, Butler University, 4600 Sunset Avenue. ndianapolis, Indiana 46208 Review of credentials will begin in mid-July.

Women and minonities are encouraged to apply. Butler University is an Equal Opportunity Affirmative Action Employer.



Research/Molecular Biology: Research As-pociate in Molecular Virology to carry out bute research on the molecular belong of monan purvoviruses and their use in banuar sone therapy. The work will involve con-struction of recombinant purvoviruses, us-ing recombinate DNA technology, their growth and unantenance in tissue culture cells; experimental infections of sub-popu-tations of human bone marrow cells, touts-tion of genomic DNA and RNA, and gene

# Wayland Baptist University, an institution of approximately 2,300 students located on the High Plains of West Texas, seeks qualified applicants for the position of Chief Financial Officer. The successful candidate will have knowledge of fund accounting; budget preparation, projection and management; encumbrance accounting; investments and endowment management; internal auditing; cash flow control and projection; accreditation procedures within the Southern Association of Colleges and Schools financial section; and the overall business environment of a not-for-profit university. The successful candidate will also have comprehensive knowledge of computer applications, both PC and mainframe, B.B.A. required, M.B.A. and/or C.P.A. preferred. Applicants must have 3-5 years of experience. The Chief Financial Officer reports to the Vice President for Administration and External Programs. Submit application, vita, and names of three references to: Dr. Bill Hardage, WBU Box 574, Plainview, TX 79072. Applications will be accepted through July 3 or until position is filled.

search background, and names, addresses and telephone numbers of three references to Indiana Department of Workforce De-velopment, 10 North Senate, Indianapolis, Indiana 46204, Attention: Fay Clauple, 1.D.

University of Phoenix Phoenix, Arizona



#### **Vice President For Academic Affairs**

Pounded in 1976 in Phoenix, Arizona, as a for-profit higher education institution solely for working adult students, the University of Phoenix currently enrolls over 13,000 adults in undergraduate and graduate programs in business, management, nursing, education, and counseling. The University employs over 2500 faculty and staff and has 22 campuses and learning centers in Arizona, California, Colorado, Hawaii, Nevada, New Mexico, Utah, and the Commonwealth of Puerto Rico, as well as its ONLINE (computer-based) and ACCESS (teleconferencing) educational delivery systems.

#### DESCRIPTION OF POSITION

The new position of Vice President for Academic Affairs will be the chief academic officer of the University reporting to the President, and will be responsible for all academic operations and programs including: academic staff, faculty, curriculum, program development and innovation, utilization of data from the University's Adult Learning Outcomes Assessment Project, and budgeting at all sites at which the University provides educational programs and services. The Vice President for Academic Affairs will work closely with the University's Board and Senior Faculty in directing academic growth and ensuring academic quality in all educational products and services.

#### SUCCESSFUL CANDIDATE

The successful candidate will possess an earned doctorate or terminal degree; demonstrate professional experience in both academe and business and industry, and be able to competently and effectively balance the demands of operating a private institution while both maintaining and improving scademic quality. ShelHe must evidence the ability to think, write and communicate clearly and effectively; possess a strong commitment to educational innovation and change, and have the ability to work in a non-traditional institution which is a leader in innovative education for working adults. Salary is commensurate with education and professional experience. The University provides an excellent benefits and profit sharing program.

Qualified individuals should submit a letter explaining their interest in the position, a curriculum vitae, and the names of references who can attest to their personal and professional qualifications to:

> William H. Gibbs President University of Phoenix 4615 East Elwood Street P.O. Box 52069 Phoenix, AZ 85072-2069

The University of Phoenix is an Equal Opportunity Employer

#### CHIEF FINANCIAL OFFICER

Southwest Texas State University is a comprehensive state-assisted university with 21,000 undergraduate and graduate students and 50,000 alumns of record, Located in San Marcos in the Texas hill country, the university is within an hour's drive of Austin and San Antonio. Wayland Baptist University WT seeks an experienced individual to lead its development office. Can-

**EXECUTIVE DIRECTOR OF DEVELOPMENT** 

At least five years' experience in university fund raising, including annual fund, major gifts, and capital campaign experience.
 A record of accomplishment in all phases of prospect identification, cultivation, and solicitation of individuals, corporations, foundations; stewardship; research and records; large database; proposal writing; recruitment and training of volunteers.

Salary range: mid-fifties. Bachelor's or higher level degree.

and the leadership of the Faculty Senate.

Strong Interpersonal and communication skills.

Outstanding ability to write, edit, and prepare materials for

The Executive Director of Development reports to the Vice President of University Advancement and supervises a small development and ciercal staff. The Executive Director will coordinate development planning and support as the University moves toward its first capital campaign. Please send résumé and cover letter before June 26, 1992, to:

Executive Director of Development Search Committee
Personnel Office
Southwest Texas State University
San Marcos, Texas 78666



# structure and expression analyses. Research includes concominant studies with caperimental animals. Reconference in Ph.D. or MD, and two years' experience in basile research in mojecular bibloss and handling and maintaining laboratory mice. Salary: \$31,000 year. Send resume with Soclai Security number, description of reforty boar week with no overtimes. Interest.

Indiana 46204, Attention: Pay Glaspie, I.D. #328271.

Research/Ocean Engineering: Research Associate. Perform oceanographic research associate. Perform oceanographic research: Aspication of optical radiative transfer models to patellite ocean color data sets utilizing restricting principles: development of algorithms for optics: optimization of oceanographic data; prepare optical instrument system layouts, desim type detailed drawings and schematics) and development of remotely-operated vehicles; coordinate the building of prototype vehicle; analyzes and systems prototype vehicle; analyzes and sistorpret with optical models and september of ocean Engineering. Applicant may be a Ph.D. in Mechanical of Ocean Engineering. Applicant may be a Ph.D. in Mechanical of Ocean Engineering. Applicant may be a Ph.D. in Mechanical of Ocean Engineering. Applicant may be a Ph.D. in Mechanical of Ocean Engineering. Applicant may be a Ph.D. in Mechanical of Ocean Engineering applications of respirations of the prototype of the prototype vehicle; analyzes and interpret with optical models and applications of the prototype of the prototype vehicle and prototype vehicles and prototype vehicle

#### VICE PRESIDENT FOR DEVELOPMENT Greater Los Angeles Zoo Association (GLAZA)

GLAZA is seeking a Vice President for Development who will serve as the Association's chief fund-raising officer.

Association's ever rune-runing other.

About GLAZA: GLAZA is a multi-faceted organization which supports the Los Augeles Zoo and helps protect the world's increasingly fragile ecosystem through international conservation programs, behavioral research studies, and educational exhibits and programs which inspire people to value the existence of all animals. The Zoo is located adjacent to Griffith Park in Los Augeles, California.

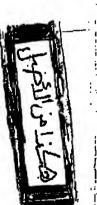
About the Position: Reporting to the position are the Directors of Major Gifts, Corporate & Roundarion Relations, Membership Recruitment and Services, the Executive Director of Development. The position reports to the President of GLAZA.

the President of GLAZA.

Qualifications: Preferred are 8-10 years of fund-raising experience with demonstrated competence in direct solicitation, management of staff, work with volunteers and successful service in organizations and positions of comparable scope and complexity, in particular, in organizations which represent a joint public/private partnership. Capital campaign experience and knowledge of fund raising in zoological organizations is desirable. A bachelor's degree or further education is also desirable.

Address expressions of interest and résumés to GLAZA's consultant: Dr. Ira W. Krinsky or Ma. Paula Carabelli Ira W. Krinsky & Associates Post Office Box 93127 Pasadens, California 91109-3127 Atm: GLAZA/VPD

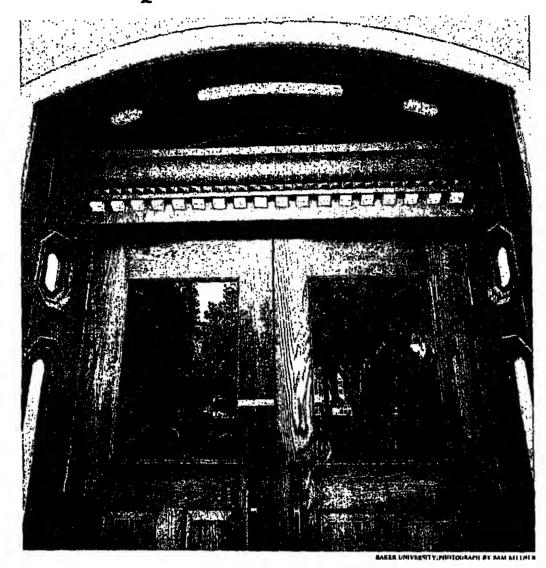
Pennsylvania iavites agailcations for two Area Coordinator positions, responsible for the day to day supervision of an area covering four buildings and 15-17 resident assistants. Responsibilities include RA averously the provision, maintenance instead, disciriling programming, in service training, RA evaluations and atments conderences or summer office administration. Shares on-call coverage with the other area coordinator. Master a degree for related field plus live-in graduate experience required. 12 month, live-in appointment. Positions available july 1, interested applicants may send leiter of application, returned and three letters of reference to: Glanda Criffith, Directory of spolication, returned and three letters of reference to: Glanda Criffith, Directory College, Loretto, Pennsylvania 18940, Applications and résultès received by June 29th will accorde accorde until suitable translaters are identified and appointed. An Equal Opportunity Employer.



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#### VICE CHANCELLOR FOR FACULTY AND STAFF RELATIONS The City University of New York

BULLETIN BOARD: Positions available

The City University of New York invites applications and nominations for the position of Vice Chancellor for Paculty and Staff Relations.

Chancellor for Faculty and Staff Relations.

The City University of New York, the nation's leading urban university, is a multi-campus, multi-ethnic, publicly-funded system, comprising nine senior colleges, seven community colleges, a technical college, a graduate school, a law school, a school of biomedical education, and an affiliated medical school. More than 200,000 students are enrolled in academic programs, ranging from the associate to the doctoral degree, offered at campuses located throughout the five boroughs of New York City. The City University of New York has a full- and part-time staff of 26,000, including about 17,000 instructional staff, of whom approximately 6,200 hold faculty rank. Ninety-eight percent of University employees are represented by unions, with instructional staff represented by the Professional Staff Congress/CUNY (an AAUP and AFT affiliate), and the classified staff represented by a dozen unions, including District Council 37 (AFSCME), Local 237 (IBT), and locals of the SBIU, IATSE, and various craft unions.

(AFSCME), Local 237 (IBT), and locals of the SBIU, IATSE, and various craft unions.

The Vice Chancellor for Paculty and Staff Relations is the University system's senior administrator for personnel issues and its chief labor relations officer. In consultation with a broad range of University constituencies, he or she is responsible for monitoring and evaluating policy regarding faculty and staff relations at the twenty campuses and professional schools, and developing, interpreting, and implementing personnel policy for the Chancellor, the Board of Trustees, and the Presidents. The Vice Chancellor's representative in all internal and external negotiations regarding instructional and non-instructional personnel matters, including negotiation of collective bargaining agreements. The Vice Chancellor's responsibilities also include strengthening and implementing policies that enhance the City University's commitment to equal opportunity for its faculty and staff. The Vice Chancellor for Faculty and Staff Relations supervises a staff of approximately forty employees, is a member of the Chancellor's Cabinet, serves as one of 11 trustees of the PSC-CUNY Welfare Fund, and serves as staff to the Board of Trustees' Committee on Faculty, Staff, and Administration. Members of the Office of Faculty and Staff Relations meet regularly with such campus groups as Labor Designees, Affirmative Action Officers, and Personnel Directors.

Leading candidates will typically havo:

- A demonstrated commitment to access and excellence and to urban, public higher education in a multi-cultural, multi-ethnic city;
- A demonstrated commitment to equal employment opportunity, affirmative action, and the promotion of cultural pluralism;
- A law degree, an earned doctorate, or a terminal degree in an appropriate field is desirable;

  A record of significant leadership managing professional and staff relations in a complex organization, with substantial experience in and knowledge of collective bargaining, pension, health, and welfare benefits, and government regulations regarding affirmative action guidelines;

  An ability to work effectively and collegially with a range of University constituencies; and
- Excellent writing and speaking skills.

Excellent writing and speaking skills.

The position is available on completion of the search. The review of applications will begin on August 28, 1992, and will continue until an appointment is recommended. Salary is \$99,750 per annum. The City University of New York, an Equal Opportunity/Affirmative Action Employer with a strong commitment to racial, cultural, and othnic diversity, actively seeks and encourages nominations and applications from men and women of all races and ethnic backgrounds.

Applications: Applicants should send (1) a letter expressing their interest in the position, (2) their curriculum vitae, and (3) the names, titles, addresses, and telephone numbers of five references (references will not be contacted without the applicant's prior permission).

iominations: Nominators should send a letter of nomination and, if possible, the nominee



Applications and nominations should be sent to: President Augusta Souza Kappner, Chairperson Search Committee for a Vice Chancellor for Faculty and Staff Relations

The City University of New York 535 East 80th Street, Room 110 New York, NY 10021

Wayne State University

ASSISTANT VICE PRESIDENT Facilities Planning & Management

Wayne State University is an urban research institution with over 10th buildings situated on approximately 185 acres in Detroit, Michigan. WSU is seeking an experienced facility manager for the position of Assistant Vice President for Facilities Planning and Management.

The Assistant Vice President directs planning efforts including burgeting, capital project requests, architect selection, design supervision, campus planning and interior design, plus physical plant operations including construction, rehabilitation, maintenance, custodial and grounds. Wayne State University is a leader in recognizing and funding deferred maintenance needs.

A bachelor's degree in architecture or engineering, five to seven years of applicable managerial experience in the public sector, and professional registration are required. An advanced degree in engineering or architecture, university experience, and demonstrated success in a unionized environment are desirable.

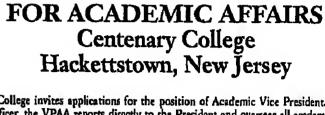
Salary and benefits are attractive. Position available July 15, 1992. Please send resume and salary history to the address listed below:

Wayne State University Employment Services 100 Antoinette, Room 263 Detroll, MI 48202 Posting #774

Wayne State University is an affirmative action, equal opp

Additional information: Please call Dr. Brenda Spatt, Associate Dean for Executive Search and Bysiliation, at (212) 794-5740; Yax: (212) 794-5586. All inquiries, nominations, and applications will be

service as a Indicial Hearing Officer; administration of area operations, budgets, and room assignments; personal counseling; coordination of an area office; provision of leadership toward competition of departments posts; and the charing of a departments wide committee. In addition, the Area Coordinator will select, train, and appearate four full-time, professional Residence Directors; one full-time Secretary; and 40 + Readent Assistants and attoent office anxistants. The successful candidate will also have the opportunity to teach a college-level course in Diversity Awareness. A Master's Degree in Student Personnel or a related field and professional experience is preferred. The appointment is a twelve-month, live-out position, officelive August 1, 1997. Preference will be given to applications received by item 26, 1997. However, the position will reasts open until filled. Compensation is very competitive and includes a benefits package. Send résunde and three letters of reference to: Tan Michael, Assistant Director of Residential Life Search Countriet Chalipperson, libra College, 933 Denby Road, libraca, New York 14530, Ithans College is as Benul Opportunity, Affirmative Action Employer. Women and minoralles are encouraged to



**VICE PRESIDENT** 

Centenary College invites applications for the position of Academic Vice President. As the chief academic officer, the VPAA reports directly to the President and oversees all academic and related programs at the College.

THE POSITION: Besides supervising the teaching faculty, the VPAA oversees the operations of the library, the Academic Skills Center and the Computer Center. He/she serves with other senior on important standing and ad hoc college committees and works closely with the Vice President for Enrollment Management.

THE COLLEGE: Centenary is celebrating its 125th year as the only baccalaureate institution in northern New Jersey. Serving a diverse population of ca. 1,000 full and part-time students, the College offers 20 majors in both the traditional liberal arts and career fields. The campus is located in the scenic foothills of the Pocono Mountains in a residential rown that is 60 minutes from New York City and 90 minutes from Philadelphia. The College also owns and operates for its nationally famous Equine program a 68-acre equestrian facility.

#### QUALIFICATIONS:

- An earned Doctorate
- A record of both scholarly achievement and teaching success
  Proven ability to lead effectively, take the initiative, and produce results
- · Capacity and enthusiasm to direct an academic program with both traditional and innovative

PROCEDURE: The screening process will begin July 1: Applications will be accepted until the position is filled. Since the review process will be rigorous, candidates are encouraged to submit a full dessier with references to accompany their vitae. Candidates are particularly encouraged to submit one place of supplementary material which demonstrates either their particular or additional. qualifications for the position — e.g., a statement of academic philosophy, description of any additional skills of institutional importance (grant writing, strategic planning, etc.), a brief sample of publication, etc. Salary commensurate with ability and experience; excellent fringe benefits. Starting date negotiable.

Send all material to: Dr. John A Shayner, Executive Assistant to the President, Centenary College, 401 Jefferson Street, Hackettstown NJ 07840.

Affirmative Action/Equal Opportunity Employer

#### WILLIAM RAINEY HARPER COLLEGE Vice President of Academic Affairs 25 Years of Excellence

William Rainey Harper College in Palatine, Illinois, is a comprehensive two-year community college located in Chicago's northwest suburbs. Harper College opened its doors in 1967 with an enrollment of approximately 1,700 students. Harper is celebrating its 25th anniversary with more than 27,000 students of all ages participating in credit, continuing education, and extension causess at the Harper compusand other locations throughout the district. In meeting the varied and changing educational needs of district residents. Harper College continues to be a dynamic institution, a community college in the invest sense of the term. Carser opportunities are available at Harper College for individuals who have a commitment to the very highest standards in education.

we are currently seeking candidates for the Vice President of Academic Alfoirs. This position plans, coordinates and directs the overall functions of the Academic Alfoirs area in accordance with the Board of Trustees policy and as required by law. Areas of responsibility include six academic divisions, the learning resources center, rate services, and community and program services Candidaiss should possess an earned doctorote in an appr

field, along with successful experience in college level teaching and demonstrated accompilishments as an academic administrator, prefembly in a community college of comparable size and scope. Start date preferably in September 1992 or as mulually determined. Formal application, letter expressing interest in the position, along with current résumé and three letters of recommendation should be received by July 31, 1992. Send all application materials to:

Felice Artic Executive Assistant to the President William Rainey Harper College 1200 W. Algonguin Road Palatine, II, 80087-7398

William Rainey Harper College is an Equal Opportunity Employer.
Women, minorities and persons with disabilities are encouraged to apply

inistration and Finance.

cerns: initial placement and tracking of room assignments; coordination of the dis-tibline system; strong particleation in the programming effort; and working to ensure a residential environment that is conduc-tive to academic pursuits. Requirements in-clide a backetof's degree and one year's experience in codless or university boustne.

Russian; Colby College, Russian Language and Literature. One-year position with possibility of renewal. Instructor/Assistant Professor. Teach all undergraduate levels of Russian language plus 19th and Eth control Bersture in original and in translation. Share direction of axim-curricular Russian secuts of amal, residential, liberal axis campis. Please and vits and accompany.

<u>.</u>. . .. .



#### **PROVOST**

#### North Carolina State University

North Carolina State University invites applications and nominations for the position of Provost. The Provost is the chief academic officer. the position of Provost. The Provost is the chief academic officer.

UNIVERSITY: NCSU is a Research University I and part of the Research Triangle. Sharing the distinctive character of land-grant universities, it is preeminent as a mational conter for research, teaching and extension. It offers degree programs through the Colleges of Agriculture and Life Sciences, Education and Psychology, Engineering, Forest Resources, Humanities and Social Sciences, Physical and Mathematical Sciences, Textiles, Veterinary Medicine, and its School of Design. A College of Management is proposed to open July 1, 1992. These colleges and schools offer baccalaureate degrees in 89 fields, master's degrees in 80 fields, and doctoral degrees in 51 fields. As the state's largest academic institution, it enrolls over 27,000 students, conferred more than 4,500 degrees in 1992, and has a total operating budget of over \$475 million, Students at the University come from 50 states, three U.S. territories, and more than 90 foreign countries.

The University has approximately 3,000 faculty and other professional parsonnol. Distinguished faculty include members of the National Academy of Science, the National Academy of Engineering, and a number of international academites. Recognized as one of the nation's leading universities in science and technology, the University is ranked 6th among all universities in industry-funded research and 36th in total expenditures for research and development, and its library is a member of the Association of Research Libraries. NCSU hosts more than 35 interdisciplinary research and technology transfer programs, including the newly established Mars Mission Research Center, NSF Center for Advanced Electronic Materials Processing, Center for Accessible Housing, Center for Integrated Pest Management, and the Precision Engineering Center.

NCSU is expanding its research and teaching capabilities as the new 1,000-acre Centennial Campus develops. This campus will be a model for the modern research university, an academic city. The architectural building blocks will be 12 mixed-use clusters containing laboratories, classrooms, residential facilities, plazas, and courtyards. The configuration is desired to foster multidisciplinary research and to promote creative interaction between NCSU scientists, students, and researchers and entrepreneurs from the private sector.

NCSU passed a milestone in its history when it recently established the first \$1 million endowed professorship. Since that time NCSU has received gifts to create nine more \$1 million professorships. In 1991-92 NCSU received more than \$35 million in private sector support. This lovel of support provides the University with great confidence as it completes a second capital campaign of approximately \$130 million in 1993.

second capital campaign of approximately \$230 million in 1993.

RESPONSIBILITIES: The Provost, as the principal academic officer, remarks to the Chancellor and is responsible for the development of all
academic programs and policies in the academic divisions of the University. The Provost works closely with, and receives advice from, the Deans
of the schools/colleges, Faculty Senate, Vice Chancellors, and appropriate
University standing committees. The Provost will be responsible for developing avaluations for teaching, research, and extension activities which
are used to establish funding priorities. The Provost is responsible for the
formulation of the annual budget, bicanial budget request priorities, and
space allocation and planning among the academic divisions of the University. The Provost is expected to demonstrate vision and creativity in planning and implementing academic programs and in working with faculty,
students, and staff to articulate the academic philosophy and intellectual
and ethical values of the University. and ethical values of the University.

QUALIFICATIONS: The individual must be a scholar and have academic credentials that merit appointment as a full professor with tenure. Minimum qualifications include an earned doctorate, or a requisite terminal degree in the applicant's area of study; distinguished record as a faculty member, including teaching and sustained scholarly activity; successful administrative experience, including budget formulation and allocation; understanding of the goals and mission of a public research university; and a dedication to equal opportunity. Experience in a significant leadership role at a research university is desirable.

role at a research university is desirable.

APPLICATIONS: Salary and benefits are competitive and commensurate with experience and qualifications. Applicants should submit a letter of interest and a detailed curriculum vite. Nominations and applications will be accepted until September 1, 1992 or until a suitable candidate is found, with interviews to begin in the lath. The position is expected to be filled by July 1, 1993. All correspondence should be mailed to: John T. Kanipe, Jr., Executive Secretary, Provest Search Committee, North Carolina State 4- University, Box 7001, Raleigh, North Carolina 27695-7001; phone: 919/515-2200, fax: 919/515-7740. The search committee is being assisted by Dr. John H. Kuhnle of Korn/Ferry Int., phone: 202/822-9444. NCSU is dedicated to affirmative action and equal opportunity and does not condone discrimination in any form.

Social Sciences: Director, Division of Social Sciences, Talishussee Community College. Candidates are being sought for the position of Director of the Division of Social Sciences (vecancy number BESO). Candidates must have the reinform of a characteristic control of the College of the Professional Sciences (vecancy number BESO). Candidates must have the reinform of a characteristic control of the College of the Professional substitution with a major in one of the College of the College of the College of the College of the College, Divisional Science (see paychology), or sociology). A minimum of five (5) years of successful full-time postescoodary teaching a specience is required. Three (3) additional years of successful administrative experience is also recessful administrative experience is a required administrative experience is a required.

Sociologyi August I, 1992, tenure-track, as-alutant professor. Earned doctorate in soci-ology. Send letter of application, risuma, three letters of reference, and transcripts to Obeno Carter, Chair. Department of Socio-ogyi Social Work. Austin Peay State Uni-versity. Cherkwille. Tennasses 27044. Re-view of applications will begin July 1 and continue until position filled. Members of prosected groups escouraged to apply. An AA/Equal Opportunity Employer.

Special Education Faculty. One Learning Disabled position; one BDDF position— August 1992. Program Director level posi-



#### VICE PRESIDENT FOR UNIVERSITY RELATIONS Florida State University

Nominations and applications are invited for the position of Vice President for University Relations.

Nominations and applications are invited for the position of Vice President for University Relations.

The Florida State University is a public, fully accredited, coeducational institution of the sine-member State University System of Florida, located in Taliahassee, Florida's capital (ct), it is a comprehensive, graduate-research university offermit undergraduate, graduate-research university offermit undergraduate, graduate-research university offermit undergraduate, graduate-research, and providing service to the public. Its primary role is to verve as a center for advanced graduate and professional programs of study, constituting extensive research, and providing service to the public. Its primary role is to verve as a center for advanced graduate and professional studies while emphasizing research and providing excellence in undergraduate programs.

The Vice President provides sacculive leadership for the University's governmental relations at the local, state and federal levels, private fund-raising activities, and the development of policies and procedures to facilitate the general advancement of the University. The Vice President viversees the work of the Office of Governmental Relations, and together with the appropriate boards, oversees the direct support organization of the University foundation, the FSU Aluxud Association, and the Seminole Boosters.

The Vice President interprets, promotes, and advocates the work of the University to the expressed interests, needs and concerns of those groups. The incumbent also works with officers of other colleges and universities in both the public and private sectors and malitalins close relationships with the State University System Offices, the other institutions in the State University System Offices, the other institutions in the State University System Offices, the other institutions in the State University System Offices, the other institutions in the State University System Offices, the other institutions in the State University System Offices, the other

ty colleges to achieve state-wide goals and objectives.

The successful candidate must have an established record of success in higher education administration or other appropriate professional experience which demonstrates leadership in policy formulation, governmental relations, fund rating and the coordination of separate operational units. He or she must also demonstrate an ability to delegate responsibility and sulhority, to suspervise professional staff, and to inspire others to creative and effective performance. The Vice President must also have an appreciation for the teaching, research and service missions of the University, a sensitivity to the diversity of the University community, and a commitment to supporting efficuency.

Salary is competitive and commensurate with experience and credentiels. In addition, Florida State University offers an attractive benefits and retirement package.

Nominations and applications should be sent to:

Ittons should be sent as:

Professor Leo Sandon, Chair
altitee for Vice President for University Relations
ient's Office, R-10, 211 Westcott Building
The Florida State University
Tallahassee, Florida 32306
(904) 644-1085
FAX® (904) 644-0172

Nominations should be received by June 22, 1992. Completed applications, consisting of a letter of application, a resume and four letters of reference, must be received to later than June 30, 1992.

The "Government in the Sunshine" laws of the State of Florida require that all documents related to the search process, including letters of nomination and application be available for public inspection. All meetings of the Search Committee will be open to the public. The Florida State University is an Equal Opportunity. Affirmative Action Employer Women and minorities are encouraged to apply.

#### Provost and Vice Chancellor for Academic Affairs THE UNIVERSITY OF TENNESSEE AT CHATTANOOGA

The University of Tennessee at Chattamoogs (UTC), a comprehensive metropolitan institution, invites nominations and applications for the position of Provost and Vice Chancellor for Academic Affairs.

Chancellor for Academic Affairs.

UTC is one of four primary campuses of the University of Tennessee, one of the oldest land-grant universities in the neuton. Since its founding as Chattaneoga University in 1886. The University of Tennessee at Chattaneoga has developed a cummitment to excellence which reats on an usual blend of the private and public traditions of Amorican education. In 1969, the University of Chattaneoga and Chattaneoga City College, a junior college, merged with The University of Tenuessee, creating the only publicly-added baccaleursta institution serving Southeastern Tennessee. This private endowment from the University of Chattaneoga remains a source of funds for eruichment of UTC's academic programs and is currently valued at more than \$35 million.

The University's wide range of bachelor's (40 majors with 85 program concentrations) and master's 115 majors with 48 program concentrations) degree programs has attracted an enrollment of approximately 8,000 students. The student body is representative of 70 Tennessee counties (7,000 students), 38 state (800 midents), and 40 foreign countries (125 students). Presently, 285 full-time and 164 part-time faculty comprises the teaching staff, and for 1992-93 the total University budgat will approach \$50 million.

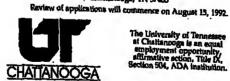
proces now mannor.

The Provost and Vice Chancellor, who reports directly to the Chancellor and serves as Acting Chancellor in his absence, is responsible for providing leadership and management for all academic and academic support areas of the University. As the University's citief scalemic officer, the Provost and Vice Chancellor losters academic quality; an environment conductve to collegiality, diverse views, and open discussions and an appreciation and respect for ethnic, cultural, and social diversity.

Currently reporting to the Provest and Vice Chancellor for Academic Affairs are the deans of Admissions and Records, Arts and Sciences, Business Administration, Continuing Education, Education, Engineering, Health and Human Services, and University Librariers and associate provests for Administration and Assessment; Gradules, Research, and Program Evaluation; and Undergraduate and Special Programs. Academic Affairs also encompasses several support units such as academic and administrative computing, grams and contracts administration, and lutifutorial research.

Cardidates for the position must possess and earned doctorate in a recognized academic discipline, a proven record of broad, progressive, and substantive administrative experience in higher education, and faculty credentials consistent with those of a tenured full professor. A arong commitment to excellence in teaching, research and creative activities, and public service is expected. Salary is commensurate with qualifications and experience.

Nominations and applications including resume and at least three letters of reference



at Chattanoga is an equal employment opportunity, affirmative action, Title IX, section 504, ADA institution.

tions. Excellent salaries and fringe. Ph.D./ ABD. Three years' P. S. experience. Close when illed. Contact Dr. Stephen Ragan, 701-837-3920. Mino: State University, Mi-not, North Dakota 88701.

special Educations Assistant ProfessoriAssociate Special Education, Program Director of Rehabilitation, Ph.D./Ed.D., with a
minimum of 2 years experience in Elemenpary, Junior Huth andler Special Education
preferred. Applicants with ABD will be
considered. Must bave a Doctorate in
reacher Education (Mental Retardation,
Visually Impaired/Billod, etc.). Send resime stons with a copy of innascript to
Hyonds Rhamping and Processor of Personnel,
Talladega, Alabama

Speach Spokane Community Codege is in-yiling applications for a non-tonure track Speech instructor to teach any of the fol-jowing: any areas of appech communica-tion, speech and writing for business and professions to include résumés, job com-munication skills for speeche vocational ar-cae, interpersonal communication, and small group communication, etc. Must have a master's despres in Speech Commu-nication or culvivient. Salary: \$23,390. \$35,162 for a 175 day contract. And located date of employment is September 14, 1992.

To apply, obtain Community Colleges of Spolana Application from Human Resources Office, 2000 North Greene Street, Spolana, Washington 99207: phone 509-533-7429 and submit with transcript, a cover letter, a detailed resume, and three recent letters of reference. Application dead-ton July 15, 1992, AA/EOR.

Speech Communication: Culver-Stockton College, Canton, Missouri, Tanure-Irack position available, Pall 1992. To supervise growing speech/communication program. To teach basic speech courses and a specirum of electives in speech contrast and a specirum of electives in speech contrastation. Rank, commonsurate with experience and qualifications. Pa.D. preferred. Culver-stockton in a small, financially-stable, four-year, co-educational, church-related, libertaire of elican located in southeast Missouri. Send letter of induity or application and restume to Dr. Robert L. Waison, Dean of the College, Canton, Missouri 63435. AA/EOE.

Sport Management. Basset Culver-Speech Speech Contrastation and College, Canton, Missouri 63435. AA/EOE. mark deadline: June 30, 1992.

Sport i Recreation Management Tengle University seeks applications for an Assistant or Associate Professor within the Department of Sport Management and Insure Studies. Doctorate or ABD is controlled area with high level professor is required at its experience is required at its experience in the lowing areas: least, economic, function and fund-raising aspects of sport and recreation; municipal service assessment; travel and tourism; and commercial recreation.



Clarkson College, a private coeducational institution offering health science programs delivered to over 700 students via bor on-site and distance education modes, is seeking creative, ener-petic and dedicated professionals for the following positions:

VICE PRESIDENT FOR STUDENT AFFAIRS VICE PRESIDENT FOR STUDENT APPAIRS
The Vice President for Student Attairs is a major paracipant in college-wide decision-making, reporting directly to the President. The Vice President is responsible for programs and services for the enrollment and retention of sudents and for ensuring the quality and character of student college life.

Qualifications: Ductoral degree with a focus on student development, 1-5 years of administrative experience, knowledge of the roles and responsibilities of registration and records, financial aid, enrollment management, and residence life.

Cambidates should have a record of programmatic impossion Cambidates should have a record of programmane innovation and institutional problem-solving, and a familiarity with higher

DEAN OF PROFESSIONAL DEVELOPMENT The Professional Development Division is one of four division reporting to the Vice President for Academic Affairs. In addition to professional advancement programming, the division plans and implements all corporate staff development activities for Clarkson Hospital.

Qualifications: Doctorate in educational administration or related field with considerable experience in continuing educa-tion programming. The candidate should demonstrate effective managerial, interpersonal and communication skills.

INSTRUCTIONAL TECHNOLOGIST The Instructional Technologist reports directly to the Vice President for Academic Affairs and is responsible for moving the College forward in the use of technological support of educational delivery and research endeavors. Of prime importance are efforts of the College to serve distant students via

non-time and non-place dependent delivery. Qualifications: Masters degree with an emphasis on educa-timal technology, a good understanding of the role of computers in the educational process and the use of related delivery technologies, and ability to work well with faculty, students and administration.

GENERAL INFORMATION Salary: For each position, salary is competitive and consistent with the level of experience.

Applications: Interested applicants should submit a letter of application, resume and references before July 15, 1992 to:

Office of the President Clarkson College 101 South 42nd Street Omaha, NF. 68111-2715 800 647-5500

An Equal Opportunity/Affirmative Action Employer

#### THE UNIVERSITY OF CHICAGO Associate Vice President

The University of Chicago seeks in seasoned science administrator familiar with basic science and energy research to serve as tialson between the University and the Argonne National Laboratory, a multipurpose research laboratory it operates under contract with the U.S. Department of Energy.

The Associate Vice President must have the capacity to work collab The Associate Vice President must have the capacity to work collaboratively and collegially with University administration and faculty, the Argonne Board of Governors, the senior management of the Laboratory, the Department of Energy and other government, laboratory and industrial organizations. As an advocate for the University's Interest, the Associate Vice President will be the flalson among these groups and keep the Board and other University official apprised of any significant issues that may affect the Laboratory's operation of impact the University. The Associate Vice President must provide technical and policy expertise to the Board's deliberations. The Associate Vice President also has the opportunity to be an advisor and consultant to the Laboratory's senior management.

The Ideal candidate for this position must have excellent interpersonal and organizational skills. Significant university experience, particularly in serior administrator roles, is preferred. The person must be familiar with national science policy issues and have the ability to interact with leaders in resemble universities, industry and government. An intimate understanding of the physical sciences, particularly related to energy, is essential. A Ph.D. in a related field is preferred. Experience with lederal contract and oversight procedures, especially with the DOE, is preferred. Women and minority candidates are especially encouraged to apply.

All inquiries, referrals and of marks should be submitted to. Dead Welds.

All inquiries, referrals and résumés should be submitted to: David Weldt. Vice President, isaacson, Miller, inc., 334 Boylston St., Suite 500, Boston MA 02116; phone [617] 262-6500.

surste with qualifications and experience. Must display excellent undermained teaching skills in sport management, at well as ability to teach instructional science chases and advite underst adusts studies, and advite underst adusts studies, and at least, and at least, and at least, and at least type design of written work, many least type destination of the studies, and at least three letters of gardeness, and at least three letters of gardeness, and at least three letters of gardeness, and at least three letters of gardeness to Dr. G. Jean Cerra, Dean, Art University, 13100 Northeat Second, as une, Marmi Shores, Florida 33161, for mark deadline: June 30, 1992.

#### **PRESIDENT**

#### North Georgia College

Dahlonega, Georgia A Senior Unit of the University System of Georgia

The Board of Regents of the University System of Georgia and the Presidential Search and Screen Committee of North Georgia College invite applications and nominations for the position of President. The President reports to the Chuncellor of the University System of Georgia and serves as the chief executive officer responsible for managing all facets of the college. The position will be available on March 15, 1993 or as soon thereafter as possible.

Established in 1873, North Georgia College is a co-educational, liberal arts institution, which is design nated a Milliary College by the Department of the Army. Commuter students and females are under no military obligation. Approximately 50% of undergraduate students are dormitory residents. The college has approximately 2,350 undergraduate and 360 graduate students and offers four baccalaureate degrees in 34 academic majora as well as two master's degrees. The college has been experiencing consistent growth in enrollment, over 38% in ten years. The continuing education program enrolls an additional 2,800 participants each year.

Additional 2,800 participants each year.

North Georgia College is situated on a 120-acre campus and possesses 351 acres of nearby property, most of which is used for recreational purposes. Dathonega, with a population of approximately 3,000 people, is located in the foothills of the Blue Ridge Mountains, only 7 miles from a National Porest, Noted for its quality-of-life, the Dathonega area has ready access (one hour drive) to metropolitan Atlanta. North Georgia College has earned an excellent academic reputation on the basis of average freshmen SAT scores in the top 4 of 34 state institutions (first among the senior colleges), the highest retention rate of any school in the University System. 120 full military scholarships, a 121 member faculty (73 with Doctorales) and 4 endowed chairs. The college is supported by an active alumni association, an award-winning Student Government Association, and a strong Foundation. North Georgia College is accredited by the Southern Association of Colleges and Schools, the National Council for Accreditation of Teacher Education, and the National League for Nursing.

Among the qualifications and abilities desired in Presidential candidates are the following:

An earned doctorate or appropriate terminal degree
 Teaching, research, and administrative experience at the college or university level; equivalent experience.

Recarding, research and extended reference considered
 A commitment to North Georgia College, and its academic, military, and service components
 Intellectual and ethnical qualities which command respect
 Demonstrated leadership and communication skills

**RULLETIN BOARD: Positions available** 

Nominations are encouraged and should include current titles and addresses of nominees. Nominations should be postmarked no later than October 15, 1992, Applications should include a resume and the names, addresses and telephone numbers of at least five references. Applications must be postmarked no later than October 51, 1992, Letters of nomination and applications should be mailed to the

Or. Thomas fox, Chair Presidential Scarch and Screen Committee North Georgia College Dahlonega, Georgia 30597

An Affirmative Action, Equal Opportunity Institution

#### **CHANCELLOR** UNIVERSITY OF CALIFORNIA SAN FRANCISCO

The President and The Rescents of the University of California invite nominations and applications for the position of Chancellor of the San Francisco campus. The appointment will be affective July 1, 1969

July 1, 1993.

The University of Chilfornia, Sun Francisco, is one of the nine campuses of the University, and the only one devoted soledy to the health sciences. It is one of the world's foremost health sciences universities. Its schools of Bentistry, Medicine, Nursing, and Pharmacy and the Graduatts Division award advanced professional degrees and doctoral degrees in the basic natural and hehavioral sciences relevant to health. The campus is a major clinical and research center for cancer treatment, transplantation, AIDS, podiatric specialties and for research in the basic hiemedical sciences. The 1991-92 student enrollment is approximately 3,750; faculty and staff number about 15,000. The campus annual budget is approximately one billion dollars.

There are three general acute-care hospitals, an Ambulatory Care Center, and the Langley Porter Psychiatric Institute which is devoted to psychiatric patient care, teaching and research. In addition, the campus has a filliated programs in some 150 institu-tions throughout California.

The Chancellor is the chief executive officer of the campus and is responsible to the President. Within the scope of University policy the Chancellor exercises very broad delegated powers and is responsible for all aspects of campus administration. Candidates should have demonstrated experience in the administration of substantial organizations, preferably research universities, and should have a strong scholarly record. Applications, accompanied by current resumes, and nominations may be addressed to:

The President Attn: Search B 300 Lakeside Drive University of California Oakland, California 94612-3550

And should be received no later than July 8, 1992, to be given full

AN EQUAL OPPORTUNITY, AFFIRMATIVE ACTION EMPLOYER

tion. The successful candidate will teach with understanding courses in the department but will have opportunities for advisance and survey of support of a survey of support of a survey of support of survey of support o

Student Arthitien Ureck Life and Student Organization Coordinator. North Dakou State University seeks professional to Join staff of the Memorial Undon Office of Student Activities on a temporary two year appointment to admission and santicipate as a resource in leadership development programs; to serve as Creek tife advisor to

# University

REGISTRAR

Responsible for the continued de Responsible for the continued de-velopment of technological appli-cations for the function of registra-tion, evaluation, and maintenance of student records: analysis of en-rollment data; facilities scheduling; certification for graduation; and course scheduling.

Salary is commensurate with experience. Benefits are excellent. Please forward résumé to:

Dr. Phyllis C. DeLeo Vice President, Academic Affairs 800 Country Club Road Post Office Box 2540 Waterbury, CT 06723-2540

# Teikyo Post

Seeks

Minimum of five years' experience as Registrar. Master's degree in re-lated field required.

AVECE

# U-A-I-R

#### University of Arkansas at Little Rock

#### Chancellor

The Board of Trustees and the Chancellor Search Committee invite nominations and applications for the position of Chancellor of the University of Arkansas at Little Rock.

Established in 1927, the University of Arkansas at Little Rock is the state's major metropolitan university which serves approximately 12,000 students with degree programs from the associate to doctoral level. Little Rock is in central Arkansas with a population of 500,000 persons, and is the state's largest city as well as its state capital.

The Chancellor is the chief executive officer of the university and reports to the President of the University of Arkansas System, composed of four academic campuses at Little Rock, Fayetteville, Monticello, and Pine Bluff, a medical sciences campus in Little Rock, a division of agriculture, and an archeological survey.

The successful candidate should have an earned doctorate or terminal degree in an academic or professional field, a background that demonstrates a progression of administrative responsibilities, preferably in a higher education institution. The candidate will have a proven record of administrative performance, including the ability to handle the complexities of public financing and the capacity to secure additional resources. Also, the candidate will be committed to academic excellence and demonstrate an understanding of the major issues and challenges facing a major metropolitan campus.

Experience of the candidate will also reveal documented leadership qualities, including the ability to: articulate a vision of development for the university and take an active role in implementing articulated goals; foster a sense of community among students, faculty, staff, administration, and community members; work in a framework of shared academic governance; and demonstrate genuine commitment to cultural diversity.

Salary and perquisites will be commensurate with experience and qualifications.

Nominations and applications will be accepted until the position is filled. The Search Committee will begin screening applications in mid-August. The preferred starting date is January 4, 1993. Those interested in applying should send a letter of application, a 1 to 2 page statement of philosophy on the nature of and role of a metropolitan university, a resume or vita, and the names, addresses, and telephone numbers of three references to the Chairman of the Search Committee:

> Dr. B. Alan Sugg, President University of Arkansas System 1123 South University Avenue, Suite 601 Little Rock, Arkansas 72204 (501) 686-2505

THE UNIVERSITY OF ARKANSAS IS DEDICATED TO EQUAL OPPORTUNITY AND DOES NOT PRACTICE OR CONDONE DISCRIMINATION IN ANY FORM AGAINST STUDENTS, EMPLOYEES, OR APPLICANTS ON THE GROUNDS OF RACE. COLOR. NATIONAL ORIGIN, RELIGION, SEX, AGE, OR DISABILITY. WOMEN, MINORI-TIES, AND PERSONS WITH DISABILITIES ARE ENCOURAGED TO APPLY.

ALL APPLICATIONS ARE SUBJECT TO PUBLIC DISCLOSURE UNDER THE ARKANSAS POI ACT.

the Office of Human Resources, P. O. Box 5345 University Station, Pargo, North Du-kota 58105. North Dakota State University is an equal opportunity institution.

Student Affairs Vice Chancellor for Student Affairs. The Vice Chancellor for Student Affairs reports to the Chancellor and is responsible for the administration of earnilment management, financial aids, food services, placement, recruiting, student activities and Southern Afrancos University Tech's foundation. The person filling this position must have seven years of work ex-

#### PRESIDENT

#### Red Wing-Winona Technical College

a 40 program offerings focused on needs of business, industry, labor, and agriculture.

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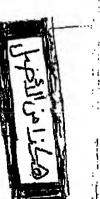
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must have completed the dectorate or (a) must have been accepted in a dectorate program of study, (b) must be substantially larough with the degree requirements, and (c) must be scheduled to graduate before Sontember 1, 1994. Contact SAU students of Considered on June 19, 1992. Consideration will continue until the position it filled. ECE.

paraprofessional staff. The director also advises a variety of student organizations and special programs. The director is a member of the Student Affairs staff and reports to the Vice President for Enrollment Management and Dean of Students. Qualifications include MA degree in College Students Personnel or related field and five years' experience in Residence Life or Student Activities or some combination of both are required. Preference will be given to candidates with 1-3 years' experience to the director or associate director level, pignifically in the areas of budget and staff supervision. Salary range in the 30 s. To apply, send letter of application, resume and names and addresses of three references. Position will remain open until and names and nonresus it inver riggi-ences. Position will remain open until filled, but for best consideration, smiles-tions should be postmarked by July 15, 1992, to Sandy Middendorf, Human Re-sources Department, The College of St. Catherine, 2004 Randolph Avenue, St. Paul, Minnesota \$5105; Job Lina 612-690-6425, EBC/AA.

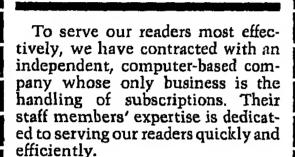
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#### **EXECUTIVE DIRECTOR Accrediting Commission for** Trade and Technical Schools

The Accrediting Commission for Trade and Tachnical Schools of the Career College Association (ACTTS/CCA) is national in scope and seeks a highly qualified individual as its Executive Director. The Commission offices are in Washington, DC. its affiliated schools and colleges are located throughout the United States and Puerlo Rico.

Duties:
Provide leadership, direction and management of the staff and support to the Commission. The primary role of the staff is to carry out the accreditation process, organize and conduct on-site school visits and prepare related reports. The Commission takes action to accredit or otherwise act upon requests and issues of the private schools and colleges who voluntarily seek accreditation. The Executive Director provides continuing oversight of school accreditation and Standards compilance between accreditation reviews.

- Required Qualifications:

  Earned doctorate in education, organizational management, worklorce development and/or related fields.

  Eight years' experience in private and/or public postsecondary education with emphasis on workforce development.

  Five years' successful incumbency in management/supervisory po-

High degree of interpersonal and communication ekills.
 Ability to analyze and articulate orally and in written form complex educational workforce and private technical school lasues.

Salary: A competitive salary and benefits package will be negotialed. To apply, call or write for the application packet. Please do not request application materials unless you meet the required qualifications. Re-

ACTTS Search Committee 750 First Street, N.E. Suite 900 Washington, DC 20032-4242 Phone: (202) 335-6700

The Accrediting Commission for Trade and Technical Schools of the Career College Association is an equal opportunity employer. Women and minorities are encouraged to apply.

#### LANE COLLEGE PRESIDENT

Lane College invites nominations and applications for the position of President of the College with duties commencing in September 1992.

Lane College is a private, historically black, church-related (Christian Methodist Epiacopal) coeducational, liberal arts college, located in Jackson, Tennessee, alnety miles east of Memphis.

The Board of Trustees is seeking a broadly-educated person, an effec-tive leader, a skillful administrator, with the energy and vision to lead the college into the 21st Century.

Candidates must have evidence to indicate; demonstrated experience in administrative and shared governance; involvement in policy development; strong interpersonal, writing and public speaking skills; a demonstrated strength in fund raising and financial management; a dectorate or other significant educational, scholarship and academic experience; commitment to church-related needs in higher education; understanding of student concerns and student life activities and proven strategic planning shilliv.

Applications and nominations should be sent not later than July 3, 1992

Presidential Search Committee Attn: Mr. James Perkins Lane College 545 Lane Avenue Jackson, TN 38301

Teacher Educations Due to a sine resignation. Warburg College seeks applications
for a tenure-track position in its seacher education program. Readured qualifications:
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childbood; teaching esperience in elementary student teachers; willingness to
teach seems! edocation. Responsibilities:
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Areas, Educational Technology; superviaion of elementary student teachers. Salary
competitive for appointment as Assistant
Professor. Screening begins July 3; position open until filled. Seed letter of application addressing qualifications, controllum
vitas, unofficial transcripts of undergradusite and graduate work, three letters of reccommandation to Dr. Les Huth, Chair, Edncation Department, Wartburg College, 222
Ninh Street, N.W., Waverty, Iowa 50677.

AA/BEO.

chnology Administration: North Carolina

nine University, Director of Technology administration, North Carolina State University seeks a Director of Technology Administration, experienced in administratives of Patents, copyright, and software policies as well as licensing of intellectual property, leaens in Information; North Carolina State Louens's Information; North Carolina State Juliversity is a land-grant university established in 1837. The University is focated in tableigh and is an integral part of the Research Triangle complex. Engillment is a proximately 27, 900 with 1900 terebal approximately 27, 900 with 1900 terebal approximately 27. Raleigh and is an integral part of the Research Triunile complex. Enrollment is approximately 27,500 with 19,000 students in indegrarduate degree programs, 4,500 in tideons chuculon grograms. University Colegos and Schools include Agricultural and die Sciences, Design, Education and Payholary, Englacerias, Porest Resources, immarilies and Social Sciences, Physical Maintenantics Sciences, Physical and Mathematical Sciences, Physical Manuerity Medigine. Division of Changes and Sciences of Papent disclosures in 1991-1992. Brief bescription: The Technology Admissignment of Papent disclosures in 1991-1992. Brief Research Admissistration and Extension and the Director reports to the Vice Chapital of the Change administration of Papential and Intellectual property which tochades terface with the Triangle Universities Literface with the Triangle Universities Literface

censing Consorium, Office of Sponsored Programs, research centers, faculty, sinff, and students to enhance environment for lovention disclosure, interacting with University attorneys and natent attorneys to file patent applications and to license technologies, and other duties in Research Administration as may be assigned by the Vice Chancelor for Research, Qualifications: Master's degree or baccalaureate degree and appropriate experience. Applicants should have background and appretence in technology administration, preferably at a university, and must be able to work with research faculty and interact with legal counsel. Applications: Salary and benefits are competitive and commensurate with experience and qualifications, Applications will be accepted until a sultable candidate is fromed. Application should send a cover letter and resumd (including salary history) to Dr. Charles O. Moredand; Chair, Search Compulities; North Carolina State University; Box 7003; Ralesia, North Carolina 27695-7003. Applications receive prior to July 15, 1992 will receive first consideration. An Equal Opportunity, Affirmative Acting Employer. Testing/Measurement: Evaluation Specialist, PRC Inc., Indianapolis, Indiana. PRC Inc., announces the search for a research/swahasion specialist for his Education and Evaluation specialist for his Education and Evaluation specialist. FRC bolds two major contracts with the U.S. Department of Education to provide technical assistance to Caupter 1 programs in an elghi-state resion. The successful candidate for this position with serve as the svaluation specialist for both contracts in addition to various contracted research projects. Qualifications: Applicants for this position whould have strong technical skills to research desian, data collection, and statistical analyses with satistical programs such as SAS, SISS, and SYSTAT. The ideal candidate will also have experience conducting qualitative research and surgmantive and formative availuation. The successful candidate should have knowledge of tests and measurement techniques and mist demonstrate the ability to interprat and report date to a wide variety of ardiences. An earned doctorate is preferred. Experience in working with public achool systems and/or with Chapter 1 evaluation is desired but not required. Application Process: Qualified candidates about submit a cover letter and resumbly July 8 to Dr. Linda Parier, PRC foc., 260/ Fortune Circle East, Suite 300A, Indianapolis, Indiana 46241.

#### CEO

#### Washington Research Foundation (WRF)

The Washington Research Foundation (WRF) is an eleven-year-old non-profit technology transfer company with offices in Seattle, Washington. Currently the WRF employs fourteen stall, five of whom are technology licensing associates. As the current President, Mr. Rob Sloman, is moving into the private sector, the WRF Board's seeking qualified applicants to assume management responsibility for this growing organization in the position of CEO. Specific responsibilities of the CEO include:

- · day-to-day direction and management of the WRF licensing and support staff
- managing the patenting and licensing activities, license administration, information resources.
   faculty outreach, corporate communications and relations with
- development of intellectual property policies and procedures
   provide for the effective administration of the technology transfer.
- process.
   budgeting and Financial Management.

Qualifications include a minimum of Bachelor's degree in Science or Engineering. Extensive knowledge of science, patent law and licen-ing of intellectual property is essential.

The position requires sensitivity to the academic ethos while managing an aggressive, complex technology transfer operation. The Foundation has demonstrated success in marketing intellectual property to industry since 1981.

The WRF has non-exclusive technology administration agreements with several academic research institutions in Washington State. The main client is the University of Washington which is the third largest recipient of research dollars in the United States. Approximately half of the research dollars spent at the University of Washington are in the field of Health Sciences.

Interested persons who meet the qualifications should send a resumt and letter of application including a presentation of experience and accomplishments relevant to this position to:

Washington Research Foundation Attention: Ms. Ruth Gallion Suite 303, 4225 Roosevelt Way N.E. Seattle, WA 98105

The Washington Research Foundation is an equal opportunity employer.

#### PRESIDENT



The Board of Trustees of the University of Chicago invites nominations and applications for president. Screening of candidates will begin immediately and will continue until an appointment is made. Please send nominations or expressions of Interest to: Howard Krane, Chairman, Board of Trustees, P.O. Box 377590, Chicago, IL 60637-9998. The University of Chicago is An Affirmative Action Equal Opportunity Employer.



Theatre: Theatre/Director of Theatre. Assistant Professor, tenure-track, or interim position available depending upon qualifications. Teach non-technical courses in the major and direct three major productions. Dynamic, experienced leacherdirector sought for a typ-person department. Salary is competitive and commensurate with qualifications and experience. Teaching/directing experience and Ph.D. preferred, Danoe is a small, comprehensive, liberal arts college tocated just 30 minutes from Lincoln, the state capital. Send application letter, vita, three current letters of reference on with phone numbers, and evidence of teaching effectiveness to Dr. Linda L. Mann, Vice President for Academic Affairs, Donne College, Creip, Nebraska 53333. Applications will be reviewed as they are received. AA/EOR.

#### Chancellor

Grossmont-Cuyamaca Community College District San Diego County, California

The governing board of the Grossmont-Cuyamaca Community College District invites applications and nominations for the position of

RULLETIN BOARD: Positions available

Located in El Cajon, California, the District includes Grossmont College, Located in Except, Cambring, the District Includes Groumont College, a 135-acre campus serving approximately 17,000 students; Cuyamaca College, a 165-acre campus serving approximately 5,000 students; and Theater East, an outstanding 1,200-sear facility which serves the community with a variety of educational and cultural activities.

Education: A master's degree is required; an earned doctorate or M.B.A. is strongly preferred, but not required.

Preferred Professional Experience: Demonstrated success in a senior administrative role in a complex organization. Demonstrated technical knowledge and leadership experience in strategic planning, fiscal management, human resources development, legislative and community relations, facilities planning, curriculum and instruction, and collective bargaining. Demonstrated ability to identify and secure external sources of funding. Instructional, business services, or student services experience in higher education. Experience in working with diverse community, faculty, staff and student groups. A demonstrated commitment to affirmative action. Demonstrated understanding of and commitment to the community college philosophy. Demonstrated ability to respond to social, technological, and economic change in a constructive manner. Demonstrated commitment to maintaining a program of strong community relations.

Direct inquiries, nominations, and requests for application information to he search consultant:

> Senior Vice President Ira W. Krinski & Associates P.O. Box 93127 Pasadena, CA 91109-3127 (818) 568-3311 FAX (818) 568-1656

Complete application packets must be received no later than 5:00 p.m. (PDT) July 10, 1992.

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#### **Executive Director Accrediting Commission for**

#### **Independent Colleges and Schools Career College Association**

Commission is a D.C.-based institutional accrediting commission accredit-ing 800 private carear institutions. Duties as chief developer and implementer of policy and manager of opera-tions staff of 15.

Experience in accreditation or compliance; postsecondary career school management; research, statistics, curriculum; multi-million-dollar budget development/management; media and government relations; effective oral and written communications; working with voluntary boards. Education to include graduate degree in higher education or general/busines

Applicants to provide résumé, references, salary requirements, and letter of interest to include evidence of familiarity with philosophy, goals, procedures, and membership of Commission. None considered after June 30. Send in:

ACICS Search Committee P. O. Box 1538 Davenport, Iowa 52809.

Achievement Programs). Reaponsibilities: The Assistant Director of Trio programs coordinates and supervises staff and is respectable for the overall management and approximation of students. The Assistant Director croparis to the Director Coulifications Required At least a Bachelor's Desire, See years of proven successful experience in working with disadvantaged routh, five years of full-time working in a college university settling, designing, and implementations as the second supervised programs, and content of the second programs of personal, educational and professional programs, and as the second professional companies of personal, educational and second professional semilar commendation. Candidate must submit a legier of application. Candidate must submit a legier of application.

Urban Affairs: The University of Alabama at Birmingham, Director, The Center for Urban Affairs (CUA). Qualifications include an earned doctorate from an accredited college or university, with proven research expertise related in urban life; proven at kills as a facilitator of communication between the citizenry and various leadership groups of an urban gree; proven such

Cresser and the court of the court of the continuous of the continuous of the continuous of the court of the

#### CHANCELLOR

#### The University of Michigan - Dearborn

Mominations and applications are invited for the position of Chancellor of the University of Michigan-Dearborn. One of three University of
Michigan Campuses, UM-D is an educational community grounded in
the liberal aris and sciences, which offers high quality, accessible
undergraduate, graduate, professional and confinuing education programs to a diverse and talented student body primarily from metropolitan Detroit. The campus is comprised of four academic units: the
College of Aris, Sciences, and Letters and the Schools of Engineering,
Education, and Management. The campus serves approximately
8,000 commuting students: 7,000 undergraduate & 1,000 graduate.
The Chancellor, under the general direction of the President of the

8,000 committing sludents: 7,000 undergraduate & 1,000 graduate. The Chancellor, under the general direction of the President of the University, serves as the Chief Executive Officer of the University of Michigan-Dearborn. The Chancellor exercises broad delegated powers and is responsible for all aspects of campus administration. Candidates should have substantial administrative experience in higher education; experience in working with an urban, multicultural community; excellent communication and presentation skills; commitment to teaching, scholarship, and service as roles of a comprehensive, regional institution; strong interpersonal skills; and experience in seeking private and corporate funding.

The University of Michigan is strongly committed to sustaining and

The University of Michigan is strongly committed to sustaining and enhancing the diversity of its students, faculty, and staff, and invites and encourages applications from minority and female applicants. Applications or nominations should be submitted by July 17, 1992 to:

The University of Michigan-Dearborn Chancellor Search c/o Ma. Adele Henry, Secretary to the Search Committee 4901 Evergreen Road Dearborn, Michigan 48128-1491

at the participation and the participation of the p 

#### PRESIDENT

#### NORTHEASTERN OKLAHOMA A&M COLLEGE Miami, Oklahoma

The Board of Regents for Oklahoma A&M Colleges is accepting applications or nominations for the Presidency of Northeastern Oklahoma A&M College. Information periaining to the institution and position, including selection criteria, position description, etc., may by obtained by writing to the address shown below. Résumés or applications received may be considered up to the time the position is filled; however, to be assured of consideration the same must be received by August 21, 1882. All communications should be made in writing to:

Carelyn Savage. Chairman Screening Committee A&M Board of Regents 2800 N. Lincoln Boulevard

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#### PRESIDENT

#### **Troy State University** in Montgomery

Montgomery, Alabama

The Chancellor of the Troy State University System invites applications and nominations for the position of President of Truy State University in Montgomery.

Montgomery.

Troy State University in Montgomery is one of three independently accredited campuses of the TSU System. Located in Alabama's capital city, the University is an urban, coeducational evening university, dedicated to providing excellence in traditional and non-traditional educational opportunities for mature students of all racial and ethnic backgrounds. With a primary mission of serving adult working students, the University limits educational opportunities to those areas in which it is best qualified. These opportunities lead to the associate, bachelor's, master's and education specialist degrees in the Arts and Sciences, Professional Education, Business, Computer and Information Sciences, Behavioral Sciences and Human Services. Current enrollment is 3,300, an increase of 40% in the last five years.

The President has overall academic and administrative leadership responsibilities for the University and reports directly to the Chancellor. The following qualifications are considered essential:

- A genuine concern for students with a special appreciation for the adult student, including military personnel, who must balance devo-tion to learning with other life demands;
- Demonstrated budgetary and financial management skills to provide loadership in a time of constrained financial resources;
- Visionary leadership ability and strategic planning skills to further develop and implement the University's unique mission;
   Sensitive interpersonal skills in order to work cooperatively with the Chancellor, System Executive Committee, faculty, staff and students;
- Successful experience in higher education administration in an adult setting with a commitment to excellence;
- The ability and willingness to communicate the mission of the University to the community at large, enhancing visibility and inspiring broad financial support; Demonstrated commitment to affirmative action and the promotion of cultural diversity; and
- An earned doctorate in an appropriate field.

Application Procedure: This position will be available September 1, 1992. The Search Committee will begin reviewing applications on July 10, 1992. A letter of application, detailed vita and at least five references should be submitted to:

Dr. Douglas C. Petterson, Chair Presidential Search Committee Troy State University System Adams Administration Bullding Troy, Alabama 36082

The Troy State University System is an equal opportunity, affirmative action employer.

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# **End Paper**



Woman With Dead Child' forcefully captures the notion of grief and loss, and is perhaps the strongest image Käthe Kollwitz ever made. Of all the woestricken pictures, and there were many, this was so devastating that her lifelong friend Beate Bonus-Jeep was shocked when she saw it. "Jeep," as Kollwitz called her over their sixty-year friendship, later recorded her reaction.

A mother, animal-like, naked, the light-colored corpse of her dead child between her thigh bones and arms, seeks with her eyes, with her lins, with her breath, to swallow back into herself the disappearing life that once belonged to her womb. When I saw [lt], by chance we had not heard from each other for a long while. In the exhibition I suddenly found myself in front of the etching and turned quickly out of the room in order to compose myself: "Can something have happened with [her son] little Peter, that she could make something so dreadful?" No! It was pure passion itself, the force, sleeping contained in the mother animal. . . .

Jeep's words capture the primal nature of "Woman With Dead Child." Her characterization of the figure as "mother animal" strips away in words, as Kollwitz stripped away in the image, any vestige of "civilized" or rational mourning. In the bestial pathos of this motif, Kollwitz laid bare the savage force of the deepest human emotions.

"Kathe Kollwitz," an exhibition of more than 100 drawings, prints, and sculptures by the German artist will be on display at the National Gallery of Art through August 16. The text above is by Elizabeth Prelinger, assistant professor of fine arts at Georgetown University and curator of the exhibition. It is excerpted from the catalogue, which is copublished by Yale University Press and the National Gallery of Art. Judith Brodle, assistant curator in the department of drawings at the gallery, was consultant to the exhibition.

#### Public Health Service Plans Hearings for Scientists Accused of Fraud

'The panel will then make a deci-

sion regarding the scientists' culpa-

bility that will be passed on to the

Assistant Secretary for Health.

The Public Health Service has cess to evidence against them, the New protections for whistle tion of scientific misconduct, the announced it will make sweeping changes in how it handles charges of scientific misconduct. The aim: chance to present their own witto give accused scientists more opnesses and evidence to rebut the portunity to defend themselves.

All scientists with grants from the service who are charged by the government with research fraud will be offered trial-like hearings before a federal appeals bourd. At present, only scientists fighting an agency decision to cut them off from federal research money are offered a hearing.

The new policy will apply to university and government researchers supported by the National Institutes of Health, the Centers for Disease Control, the Alcohol, Drug Abuse and Mental Health Administration, and the Agency for Health Care Policy and Re-

The decision to introduce hearings at the federal level is in part a response to heated assertions by university researchers and scientific societies that those accused of scientific misconduct have not been able to defend themselves against charges of wrongdoing. They complain that spurious charges can destroy scientific cu-

#### Separate Offices Proposed

Another major goal of the reorganization is to put the job of investigating charges of misconduct and the job of ruling whether the necused scientist is actually innocent or guilty of the charges in separate

Currently the Office of Scientille Integrity, which is housed on the NIH campus and is monitored by the agency, performs both of those

In the new system, an Office of Research integrity would replace the Office of Scientific Integrity and be put solely under the authority of the head of the PHS. The office would also be moved from the NIH campus and would only invesligate charges of wrong-doing.

James O. Mason, the Assistant Secretary for Health and head of the U.S. Public Health Service, told members of the Office of Scientific Integrity advisory board here last week that the change was intended to answer the concerns of lawmakers over whether the institutes, which distribute federal money for biomedical research, should also be in charge of investigating malfeasance in that re-search.

#### Access to Evidence

A division of the Office of Re search Integrity will monitor university research-integrity investigations, and in certain cases conduct its own investigations into allegations of research misconduct. The division will also help the Public Health Service legal counsel draw up the cases against accused

At that point, the scientists will be offered a hearing. The hearings will be conducted by a separate body, the Research Integrity Adjudications Panel, which will come out of the Department of Health

and Human Services. The hearings 

A new definition of research Florida, said that if the changes ROCKVILLE, MD. will allow the accused scientists ac-

> right to a lawyer, the ability to blowers and for scientists wrongly cross-examine witnesses, and the charged. ■ The introduction of a statute

> > of limitations for the filing of charges against a scientist. Penalties for institutions that dling misconduct cases." fail to comply with Public Health

Biomedical researchers said the Advisory board members prechanges were a step in the right didict more changes. They are con-

Service regulations.

sidering the following: Robert J. Cousins, president of Alterations in the PHS ALERT the Federation of American Socie-System, a list that goes out to fed-ties for Experimental Biology and eral agencies of scientists who are director of the Center for Nutribeing investigated for misconduct. tional Science at the University of ology in the School of Medicine at presenting a decision.

were "coupled with a tight defini-

opportunity of accused scientists to request an early hearing, and strict limits placed on the ALERT system, it could result in a fairer, more balanced process for han-

#### Hearings May Be Too Late

Representatives of scientific societies argue that the names of scientists should not be entered in the ALERT system until they have been found guilty of misconduct.

At the advisory meeting, Barba-

the University of Maryland, expressed concern that the hearing process may come too late, "only after there is a strong perception of

But Nicholas H. Steneck, a professor of history at the University of Michigan and chairman of the advisory committee, said in an interview that that was what the changes were meant to avoid, by separating the investigative and adiudicative offices.

The Office of Research Integrity with the Public Health Service legal counsel "will operate like the prosecutor bringing an indictment" against the accused scientists, he said. But a "separate entity," he said will weigh the evira C. Hansen, a professor of physi- dence from both sides before

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# Big Gifts and a 'Can Do' Attitude Mark Perot's Education Record

tance of basic biomedical research ry," Dr. Wildenthal says. "I can say they are glad to have it," she through which Mr. Perot now and the idea that the cures and preventions of the future are going to as a public person." come from an understanding at the cellular and molecular level," Dr. Perot's philanthropy does not grams, not just a few, and you have

Neither Dr. Howe or Dr. Wildenthal can recall any discussions House of Representatives Higher with Mr. Perot about federal policy Education Committee and a sup- Mr. Perot's philanthropy has usurelated to research, but they both say Mr. Perot's record as a philanthropist makes them optimistic pist than a government official. about how he would handle federal agencies that support research.

LEGISLATION

HR 4990, S 2403

exchange HR 3215

of Health HR 2507

1

1

Appropriations Bills for Fiscal 1993

(Amounts in millions of dollars, rounded to nearest million)

**Status of Federal Legislation** 

As of 6 p.m. June 11, 1992. Bold type indicates changes since May 28, 1992.

private philanthropist is exempla- gratefully received and people will ords of the Perol Foundation,

Others, however, say that Mr. Wildenthal says. "He is very com- mean he knows how to manage ednational level. Wilhelmina R. Delco, chairwoman of the Texas

tem, you can decide where to put help. "His approach to research as a your money because it will be

MAJOR PROVISIONS

sermarks for 19 university-based research projects. Would-cut the National Science Foundation's 1992 research budget by \$2-million. Would cut the National Institutes of Health budget by \$2.875-million.

BOTH BILLS: Would change federal copyright law to make it easier for scholars to quote from unpublished documents.

SENATE BILL: Would create a board to envise the Education Department on research issues. Would create new programs for research on education in other nations and for exchanges with nations in Central and Eastern Europe.

HOUSE BILL: Would authorize \$20-million in new federal spending on educational and research exchanges between American and Latin American colleges

Education research BOTH BILLS: Would regultiorize the Education Department's Office of Educational Research and Improvement. Would orgate new programs to disseminate the results of research sponsored by the office.

Research facilities BOTH BILLS: Would make it a federal crime to vandalize facilities used for Tesearch on animals of to remove animals from such facilities.

COMPROMISE BILL: Would eliminate \$1.349-million in earmarks for college projects in fiscel 1992 appropriations bills. Would grant the Secretary of Defense the authority to decide whether the Pentagon should provide \$115.9-million in Public law 10

House Bill: Would create a board to set research priorities for the Education SENATE: Approved

BOTH BILLS: Would after the Job Training Partnership Act by providing more money for education and job training for people who are the most disadvantaged. Would link job-training programs supported under the act to state and federal efforts to reform the welfare system.

COMPROMISE BILL: Would reauthorize the National Institutes of Health. Would lift a ban imposed by the Administration on federal support for research involving the transplantation of federal tissue. Would authorize additional spending on federal problems affecting woman. Would codify a requirement that clinical trials using Mit funds include woman as subjects unless researchers can present compalling adjentific reasons for excluding them. Would make it more difficult for the Sagretary of Health and Himain Santoss to block federally supported studies on sexuality and differ controversial topics.

HOUSE BILL: Would amend the 1988 law that authorized the National Science
Poundation for five years by relaing the foundations budget celling for fiscal
1992 to the President's recommended level of \$2.721 billion. The emendments
would also allow up to \$40 million to populate the program to repoyate research
recilities and up to \$33.6 million to start a new program for research equip.

House Bitt. Would resultionize the Higher Education Act for five years. Would resultionize Stafford Student Loans, with loan limits of \$2.626 for freshneth and adpromotes, \$4.000 for other tindergraduates, and \$7.500 for preducts atticiped Would support a pilot project for a direct loan system that would replace guaranteed student toans on some dampuses. Would establish hew maximum size for Pall Grants in 1863-94 of \$2.750 plus one quanter of tuitton up to not calculations of wealth used to determine ald eligibility.

SCNATE tight Would resultionize the Higher Education Act for seven years. Would maintain Stafford Sudant Ligans, with loan limits of \$3.000 d year for festimen.

and \$3,500 gives for southern Leens, with oall limits of \$3,000 gives for health entering and \$3,500 gives for south inverse. \$5,500 for other undergraduates, and \$9,000 for graduate students. Would establish a new maximum size for hell grants, of \$2,300 plus orie quarter or quillon up to \$1,300 in 1998 gift for families with admissiones of less than \$50,000 would exclude the edulity a family owns in a home or familiant calquiet days of wealth less to determine and enlighting.

public money, you have to deal with a broad spectrum of proto balance. Bill Clinton has done mitted to the concept of basic re- ucation and research issues on a that with education, in a poor state, and Ross Perot has not."

Several Texas educators who ask not to be identified note that porter of the Clinton campaign, ally come after a university hus says it is easier to be a philanthro- achieved prominence and that he is better at supporting those institu-"When you are outside the sys- tions than those that need a lot of

A review of the public tax rec-

STATUS

Public law 102-298

**HOUSE: Approved** 

March 12, 1992

SENATE: Passed

S Rep 102-141

HOUSE: Approved

H Rep 102-498

SENATE: Passed

STATUS

HOUSE: Approved

makes most of his charitable donations, indicates that much of his current philanthropy to higher education is paying off the pledges he made to the University of Texas. Gifts he has made to other colleges are generally much smaller and go to institutions with which Mr. Perot has some personal connection.

For example, in 1991 the foundation gave \$5,000 to Texas Christian University, the alma mater of Mr. Perot's sister; \$5,000 to the University of North Carolina at Chapel Hill, where his daughter is enrolled; and \$1,500 for athletic programs at the U.S. Naval Academy. Mr. Perot's alma mater.

Some criticize Mr. Perot's philanthropy as elitist. But his supporters note that one of his first big gifts-a 1969 donation of \$2.37-million-went to an inner-city Dallas elementary school. And last year his foundation gave \$10,000 to Paul Quinn College and \$5,000 to the United Negro College Fund.

#### **Wide-Ranging Reforms**

Like his philanthropy, Mr. Perot's involvement with Texus education brings him both praise and criticism. The commission that Mr. Perot led in 1984 came up with a wide-ranging set of reforms for public schools in addition to the "no pass, no play" rule. The reforms recommended tests that high-school seniors must pass to win diplomas, new tests to evaluate teachers, and smaller classes.

Mr. Perot is widely praised for throwing himself into the debate with full force, hiring lobbylsts at his own expense to win over legislators who were under enormous pressure from high-school football coaches to oppose the reforms.

After the reforms were passed, Mr. Perot returned to the Legislature in 1987 and 1988 to oppose budget cuts proposed by Ciavernor Clements for public schools and colleges. Political observers say that Mr. Perot's involvement persuaded many legislators to prevent the cuts.

Mr. Perot and his supporters cite the lobbying campaigns as evidence of his commitment to education and his ability to push for concrete improvements. Others remain skeptical-particularly of his emphasis on testing.

Kevin Morse, a professor of education at the University of Texas-Pan American, says the standardized tests required of students have resulted in the "bleaching" of education as disproportionate numbers of minority students failed.

"Some of his recommendations orthwhile," Mr. Morse says. that have been strapped for "But even though he is a mover, he "the first issue for colleges is good doesn't understand the breadth of the problems in education."

Says State Sen. Judith Zaffirini: "Anybody can raise standards. It's more important that you prepare students to meet the standards."

#### 'Strictly on Merit'

In addition to his record on education, Mr. Perot has also made comments about other issues that affect colleges less directly. For example, he has raised questions good policies, create more jobs about affirmative action, while at

the same time pledging his oppor **Government & Politics** tion to discrimination

In a C-SPAN interview, Mr. Page said: "I don't care where you care from. I don't care what colorie are or what race or religion to are, what sex you are, I'minteres ed in what you can do and what you've done lately. We judge po ple on merit and strictly on ment.

On economic development, ly Perot has shied away from ender ing the concept of "industrial pri cy." but has said that the Unit States should examine how large works with businesses to develop better products.

On taxes, Mr. Perot has gird mixed signals—saying in some is terviews that he would try ton duce taxes, but in others that k might support tax increases forel. ucation.

Taken as a whole, his recorded evolving platform leave many it higher education still wonders about how a Perot President would affect their institution is Robert II. Atwell, president of the American Council on Education says: "I'm really unaware of whee"

"I'm really unaware of where this guy stands or

higher education. it's

awfully easy to get popular pretty fast by

this guy stands on higher eduction. It's awfully easy to get pop-

lar pretty fast by being vague about

being vague."

specifics." Those who are most critical Mr. Perot say that he should com forward with specific educates proposals, and that he should we the American public to be willing! cough up more money to pay in

#### Unrealistic Expectations

Says Senator Zaffirini, who op taught journalism at Laredo lum College: "We need more more for student grants. We need may money for work-study. Ever American student who wants and lege education should get one. he should tay out a plan for don

Others in education, include some who are backing other cast dates, say college officials are w realistic to expect lots of detail from Mr. Perot. Samuel W. Speck Jr., the president of Musking College and a Bush delegate to 1988 and 1992 Republican Nation Conventions, says that with s much money for higher education coming from state governme

to be the economy." Leslie C. Campbell agrees. Campbell is leaving his position associate dean of the College Liberal Arts at Auburn University next month to volunteer for the P rot campaign full time in Texas.

Mr. Campbell says Mr. Perol "more electable" without speci proposals. Mr. Perot will be good for higher education, Mr. Camp beli says, "because he will develo and expand the tax base."

WASHINGTON UPDATE

■ Interest rates lowered for 2 student-aid programs in 1992-93

■ House panel rejects Bush's budget increase for supercollider

billion from this year's level,

The Senate has not yet consid-

ered its version of the bill, but

some lobbyists expect it to provide

\$550-million for the supercollider.

The House panel's bill, which is

expected to be approved by the

House this week, would pro-

ence programs, \$24-million less

The Education Department need to flud places to cut \$21.8-

has announced that the interest rate for two student-loan programs would be 7.51 per cent in 1992-93, a decrease of nearly two points from this year.

Larry Oxendine, the director of policy and program development for the Education Department's student-aid office, told a meeting of vide \$1.4-billion for general-sciguarantee-agency officials that the new rate for Supplemental Loans for Students and Parent Loans for Undergraduate Students could put the programs in competition with the larger Stafford Student Loan

The Stafford program has an interest rate of 8 per cent that is fixed by law. The rate for supplemental and parent loans is set annually and has reflected the national decline in interest rates, falling from 11.49 per cent in 1990-91 to 9.34 per cent in 1991-92.

Campus officials, though, said the Stafford program would continue to be a better deal for needy students because the government pays the interest on the loans while the student is in college and during a six-month grace period. The interest on the supplemental and parent loans begins to accrue 60 days after the loans are made.

The aid officers said the lower rates for the two programs would benefit middle-income students who are not eligible for the needbased Stafford loans. Barry W. McCarty, director of student aid at Lafayette College, said the rates would make the two programs competitive with several private student-loan programs and some state programs.

--THOMAS J. D.LOUGHRY

The House Appropriations Committee last week approved a fiscal 1993 spending bill for the Department of Energy that would provide \$483.7-million for the Superconducting Supercollider.

Although the amount would keep spending for the construction of the subatomic-particle collider at the same level as this year, it represents a \$166-million reduction from President Bush's request.

Proponents of the collider warned that the reduced support could significantly increase the cost of the \$8.25-billion project and delay the collider's 199 ion date. Henry M. Gandy, assistant to the chairman of the Texas National Research Laboratory Commission, the state agency responsible for the supercollider, said a preliminary study indicated that the committee's spending level could delay the project by 12 to 18 months and add \$300-million to its overall cost,

Rep. Tom Bevill, Democrat of ilabama and chairman of the House Appropriations subcommittee with jurisdiction over energy and water programs, said the measure was the most difficult his panel had over crafted, because of the

■ Columbia U. threw away documents related to a federal audit programs, an increase of \$3-million

from this year. -KIM A. MCDONALD

Columbia University last year threw away about 150 boxes of records on its research costs while a federal audit was still in progress.

The boxes contained original inthan this year's level, and \$340ing that an associate controller who believed the records "were no longer subject to government audit" had approved their disposal.

After 18 months of auditing the 1986 records, the Defense Contract Auditing Agency had issued an audit report in September 1990, the statement added. The associate controller disposed of the original documents in November 1991, according to the statement, "because of severe space limitations in the residential building where they were stored."

Phillip E. Rogers, executive officer for the audit agency, said the audit for 1986 had never officially voices for the bills that Columbia been closed. That will not happen million for magnetic-fusion-energy incurred and then charged partly to until the university and the govern-

the government for fiscal 1986. The ment have negotiated a final settleuniversity issued a statement say- ment of accounts for 1986. The 1990 report was intended to be used for the negotiations.

In March 1991, before the records were destroyed, Mr. Rogers added, his agency informed the university that it was seeking additional information for 1986 because of concerns about improper overhead charges at other universities.

Federal regulations, Mr. Rogers 3 2 said, prohibit universities from disposing of their original records of research costs in a given year until three years after the government and university have reached a final settlement for that year.

The agency is not seeking a criminal investigation of the matter, he added, but it is not precluded from doing so later. —COLLEEN CORDES

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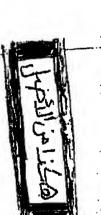
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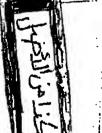
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# California Colleges Say More Big Budget Cuts Will Damage Education

eliminated 743 non-faculty positions and left 644 positions vacant. About 2,000 part-time instructors were not rehired, and more than 5,000 class sections were cut. Enrollment declined by 7,000.

Another round of big cuts would be devastating, said Barry Munitz, chancellor of the system. "To suggest cuts of this scale is the equivalent of saying the state no longer wants to provide public higher education," he said.

Mr. Munitz recently told state legislators that a 25-per-cent cut would exceed \$400-million, the equivalent of the total budgets of three large and one medium-sized campuses, or the total budgets of nine small and mid-sized campuses in the system.

"Those numbers are crazy," he said in an interview last week. "They would fundamentally change the institution. It will take years and years to recover. These things get destroyed very easily."

#### Layoff Notices to 190

Mr. Munitz held a meeting of the 20 system presidents last week to plan for the cuts. He said at the time that the system could avoid layoffs of tenured faculty members only if an early-retirement package were adopted, tuition rates were increased, and the state appropriation were cut by no more than 6 per cent. Those conditions no longer appear possible.

Individual campuses have already taken steps in anticipation of the cuts. San Diego State University, one of the system's largest campuses, sent out layoff notices to 190 faculty members last week. Of those, 145 are tenured or on the tenure track. The campus has also they're just devastating the place." eliminated nine academic departments, made cuts in four others, and eliminated athletic competition

smaller campus, 76 layoff notices by voters in 1988, guarantees the



Barry Munitz, chancellor of the California State U. System: "To suggest cuts of this scale is the equivalent of saying the state no longer wants to provide public higher education."

were sent to faculty members and lecturers. Only one tenured faculty member was laid off. The campus has not yet decided whether to cut or eliminate any programs or departments

Thomas J. Ebert, president of the California Faculty Association's chapter at Fresno State University, which is also experiencing widespread cuts and layoffs, said a huge budget cut would demonstrate the state's lack of commitment to quality education. "They're going to have to decide what kind of education they want to provide," he said, "Right now,

The community colleges, which receive about 60 per cent of their budget from the state, are in a less precarious position than the uni-At Humboldt State University, a versities. Proposition 98, passed

community colleges and the public measure to be modified in times of schools a specified portion of the

When the final budget cuts are receive reductions, but probably of smaller proportions than the other systems'. Said Ann Reed, vicechancellor for public affairs for the community-college system: "We know that it's not good, but we don't know how bad it will be."

The outlook for community colleges could worsen, however, if the fiscal crisis.

The University of California system relies on the state for 40 per made, the community colleges will cent of its budget because it receives substantial amounts of money for research from the federal government and has major fundraising operations,

#### 'Generations to Correct'

Still, campus officials are fearful of the expected reductions. David P. Gardner, president of the sysstate rescinds Proposition 98 or in- tem, testified before legislative vokes a provision allowing the committees that a 25-per-cent cut

STATE NOTES

Panel seeks new college system for Arizona

Academic programs cut at U. of Maryland

to the system would be so dramate that it would require the equivalent of a 30-per-cent cut in faculty as staff positions or a \$5,000-4-5 dent fee incrense to make up for "A university is not like a spin

you can turn on und off. It hastal en 125 years to build uc. It would not take long in the current fired environment to do damage ta would take generations to on rect," he added.

While the University of Califor. nin wields considerable political clout in the state, it is currently is am embarrassing situation. Record revelations about a generous a tirement package for Mr. Gardne, who carlier this year announced is plan to leave his position, has prompted a steady stream of chicism from lawmakers who suggest ed that there was waste that codd be cut from the system.

#### Influencing the Legislature

Students have joined administrators and faculty members in trying their hand at influencing the legilature. Since last year, when fee began to rise and services begans drop, students across the state have demonstrated on the campor es and in Sacramento. Now that the spring semester is over, the campus activity has quieted down. but student organizations conting to press for the rights of students to a solid and affordable education.

Lee Butterfield, executive director of the University of California Students' Association, said the state, not the universities, deserved most of the blame for the decline in services to students.

Mr. Butterfield said of the cos: 'We think they will be really bad. It will be a grave mistake to desiry higher education. It would set is

# & Jake

Hard times have forced the library at the University of Massachusetts at Amherst to resort to what even librarians call bizarre fund-raising methods.

The library is asking students and professors to give Hershey and M&M/Mars candy wrappers to the library. M&M/Mars and Hershey Foods Corporation have agreed to donate five cents to the library for each candy, ice cream, and snackfood wrapper it collects.

Over the past five years, state cuts have decreased the library's acquisitions budget from \$4-million to \$2.2-million. As a result, the library has reduced its number of serial subscriptions from 16,700 to 13,500 and the number of books it orders annually from 44,000 to fewer

Library officials say traditional appeals, including letters to state legislators, haven't brought results. So they're hoping more-radical approaches will bring attention to the library's plight.

With the approval of professors, the university's faculty club is now charging \$1 extra for a bottle of wine. That dollar goes to the library.

In April, librarians held a bake sale outside the statehouse, where a bill that would increase the library's budget had been introduced. The sale earned \$122.12.

The Sigma Phi Epsilon Internity even held a "Couch Potato Marathon" outside the library. Students sat on sofas and watched television for 48 hours, raising \$410 in donations from passers-by.

For this fall, the 28-floor library is planning a stair-climbing contest, Although details haven't been worked out, people will probably pledge a certain amount of money for the number of floors others climb.

"It's a bit humiliating," says Jeanne Kocsis, the library's interim associate director for collection development. "Some of us feel silly doing this. But people on the campus need to feel that they are doing something."

A Minnesota state legislator, Gloria Segal, was so moved by Anita Hill's testimony before a Senate committee last year that she started a campaign to endow a professorship at the University of Oklahoma Law School to honor Ms. Hill.

Ms. Segal and her network of Hill advocates, including former Minnesota Lieut. Gov. Marlene Johnson, have sent letters to elected s who supported Ms. Hil So far they have raised \$91,000 in pledges and expect to reach

\$125,000 by mid-July. Donna Murphy, the university's interim director of development, says the endowed chair cannot be illed until it is completely financed. University regulations require \$500,000 to establish a chair, with \$250,000 from private sources and \$250,000 from the state.

The chair could be designated for omeone other than Ms. Hill, but she probably would be the first recipient, Ms. Murphy says.

# **Business & Philanthropy**



Patricia A. Graham of the Spencer Foundation: "Educational research, unlike health research, does not have any instant breakthroughs in which you suddenly find a great new solution."

## Spencer Fund, With a Unique Niche in Philanthropy, Seeks to Make Education Research a Priority for Others

But critics question its mission, saying that studies don't solve problems facing the nation's schools

#### By JULIE L. NICKLIN

If Patricia Albjerg Graham ever needs to be reminded of the mission of the Spencer Foundation, which she now heads, she would have to look no further than her office wall.

There hangs a framed enlargement of a note written by the foundation's creator, Lyle M. Spencer, shortly before his death in 1968. "All the Spencer dough was earned, improbably, from education," wrote Mr. Spencer, an educational publisher. "It makes sense, therefore, that much of this money should be returned eventually to investigating ways in which education can be improved, around the

Those words have shaped Spencer into the nation's only foundation committed solely to supporting basic education research. With assets totaling \$224.7-mil-

last year to university researchers examining such issues as how students learn mathematics, what factors affect a minority student's success in school, and how a student gets admitted to Harvard Universi-

#### Only Reliable Source of Funds

Although Spencer's grant-making focus has given it a unique niche in the foundation world, the organization at times has been forced to defend its mission. Some critics contend that education research is ineffective and esoteric and doesn't solve problems facing the nation's schools. Those concerns have caused other grant makers and government agencies to move away from education research.

Despite those trends, Spencer officials maintain that research is vital to improving education. Many education researchers

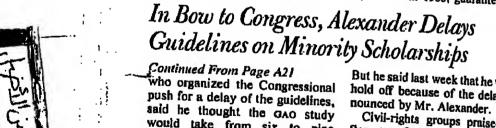
lion, the foundation awarded \$8.2-million credit Spencer with being the only reliable source of money for their work. Spencer money, they say, has resulted in better research-and a better understanding of how to improve education.

"Spencer filled a vacuu Orfield, professor of education and social policy at Harvard University, who has used Spencer grants to study school desegregation. "It didn't find a fad of the moment or follow the conventions of the

#### 'Sense of the Problems'

Now Spencer, which over the years has gone quietly about its mission, is taking steps to see that education research becomes more of a priority for others. Since becoming the foundation's president in September, Ms. Graham has met with. foundation and government officials in an

Continued on Following Page



would take from six to nine months. He called Mr. Alexander's decision "constructive," saying: "I hope this means we will have a chance to move away from a policy that was unnecessary federal intrusion into a constructive at-Rempt by the academic community to have diversity.'

#### Senator Has Mixed Feelings

Senator Simon said he had mixed feelings about the fact that the delay would push the final action on minority scholarships until after the Presidential election. He said it "would be good to have candid discussions of these issues." but said he feared that campaign discussion of minority scholarships would not take place in a responsible way and would encourage racial divisions.

Senator Simon has said he might stroduce legislation to declare that minority scholarships are legal. hold off because of the delay an-

Civil-rights groups praised the Secretary for delaying his final action and said they hoped the GAO study would lead him to abandon his earlier statements on minority scholarships, "It's been our feeling from the beginning that the department was making policy on an inaccurate factual base," said Phyllis P. McClure of the NAACP Legal Defense and Educational Fund. "They have been stepping into an area where they dld not know the

Richard A. Samp, chief counsel of the Washington Legal Foundation, said he was angry about the delay. The foundation has urged the department to ban minority scholarships and to take action against colleges that continue to offer them.

Said Mr. Samp: "It's not up to the Department of Education, just because it doesn't like the impact of civil-rights laws, to refuse to enforce them." -- SCOTT JASCHIK

move that is eventually expected to save more than \$6-But he said last week that he would million, has voted to eliminate one college and seven

academic programs at the university's flagship campus in College Park, The action ended a task that began in 1989, when the Academic Planning Advisory Committee, a group of administrators, faculty members, and students at the College Park campus, was asked to identify ways of keeping the campus's educational and research mis-

> lege Park's state appropriation tee has concluded has dropped by 20 per cent, or \$40-million.

The regents voted to drop the College of Human Ecology and seven academic programs: agriculture and extension education; housing and design; radiotelevision-film; urban studies and planning; industrial, tech-

The University of Maryucation; recreation; and textiles land Board of Regents, in a and consumer economics. In some cases, elements of the programs will be integrated into other areas.

No tenured faculty members will lose their jobs because of the eliminations. Instead, affected faculty members will be shifted to other departments. In addition, students currently enrolled in eliminated programs will be given enough time to complete their studies.

A system of state colleges enrollment growth. should be created in Arizona to handle the deluge of stuto severe financial pressures dents that the state will see brought on by state budget cuts. over the next three decades, Over the past two years, Col- a legislative budget commit-

Projections are that in 30 years, the state's university enrollment of 95,000 students will swell to nearly twice that number. Similarly, enrollment in community colleges, now at 160,000, is projected to reach 316,000, said John J. Lee, assomay be as important as underciate director of the Joint Legisnological, and occupational ed- lative Budget Committee.

The state now has three public universities and a community-college system, but no fouryear college system.

A report from the budget committee says that a state-college system would be the most economical way to cope with enrollment growth because the colleges could focus on undergraduate education, not research or public service.

Creation of a state-college system is one of several options being considered by the Arizona Board of Regents to deal with

State Sen. David C. Barti said the committee's recommendation "raises some questions" about whether opportunities for graduate education would be available to students enrolled in state colleges.

"The concern I have whether you create a pyramic process that could, for reasons of economy, limit the opportunity for professional and graduate school education, which graduate education," Mr. Bartlett said. —JOYE MERCER



**Business & Philanthropy** 

tional best seller. Spencer's grant recipients include researchers from many disci-

nlines, because the foundation broadly de-

fines education as occurring at any age and

at various places, not just in school. Re-

searchers praise Spencer for supporting

projects that they have initiated and de-

which researchers must conform.

signed, rather than pushing an agenda to

"I don't think there's anybody else

around to whom I could have sold my idea

in advance," says Robert M. Hauser, re-

search professor of sociology at the Uni-

versity of Wisconsin at Madison. In 1990

Spencer awarded \$300,000 over five years

to Mr. Hauser to study, among other

things, the effect of parents' socioeconom-

ic background on students' progress in

Some critics contend that knowledge de-

rived from education research is never put

to work-prompting some observers to

Speaking of education research in gener-

al, Chester E. Finn, Jr., director of the

Educational Excellence Network, a clear-

inghouse of information on education

based in Washington, says: "The quality is

weak, but the utilization is weaker. (Mr.

Finn will leave the position next month to

work with the Edison Project, which seeks

Mr. Finn, an education official in the

Reagan Administration, says there is a glut

of education research. Insights derived

from the portion that is of high quality, he

adds, are not being transferred to the

teachers in the schools. Spencer could bet-

ter spend its money on making changes in

the schools, not just studying them. Mr.

"The knowledge warehouses of educu-

tion are well stocked, but not used," Mr.

Finn says, "You can fill another ware-

house. And Spencer can do that, I just

Ms. Graham counters the charges of Mr.

Finn and other critics. Education research,

she says, is necessary to know which types

of programs work-and which don't. She

says much of the criticism results from

Education researchers speak clearly to

each other about their research findings,

she says, but many don't explain the re-

sults in understandable terms for the gen-

eral public. And the nature of education

research, she adds, makes it seem less im-

portant than scientific or medical investi-

"Educational research, unlike health re-

Still, Ms. Graham emphasizes that

Spencer-supported projects have had an

impact. For example, Spencer officials

say, a method developed by Julian C. Stan-

ley to identify, counsel, and teach students

who excel in mathematics has been adopt-

search, does not have any instant break-

throughs in which you suddenly find a

great new solution," she says.

question whether you should."

misunderstanding.

Rations

question Spencer's mission.

'The Quality Is Weak'

to design new schools.)

# 3 Harvard Professors Use \$2.3-Million Grant, the Largest Spencer Has Given, to Study How Children Really Learn'

The Spencer Foundation believed so strongly in a research project by three Harvard University professors that it awarded them its largest grant ever-\$2.3-million

Howard E. Gardner, David N. Perkins, and Vito Perrone will use the money, awarded in 1990, over five years to study how teachers can help students transfer the knowledge they acquire in the classroom to new experiences.

Spencer officials call the grant an "anomaly," noting that most of the foundation's awards are much smaller. But the foundation was so impressed with the professors' pilot study-which had been supported by a \$99,600 Spencer grant in 1989-that officials thought the idea deserved more support.

"It's a superb project," says Marion M. Faldet, the foundation's vice-president and secretary. "We want to understand more about what it takes to make children learn-not just by rote-but to really learn."

Like many other researchers, the three Harvard professors credit Spencer with making their research possible. In many cases, once researchers receive a Spencer grant and prove the quality of their work, they'll receive support again and again from the foundation. Over the past 20 years, Spencer has awarded Mr. Gardner, a professor of education, more than \$3-million.

#### 8-Year Study of Symbols

J235-

"My research life would have been entirely different without Spencer." says Mr. Gardner, who also serves as co-director of Harvard's Project Zero, an interdisciplinary group that conducts research in schools. Mr. Gardner is also the author of several books on intelligence and learning.

In the 1970's, Mr. Gardner used \$397,750 from the foundation for an eight-year study of how children learn and use symbols. In the early 1980's. Spencer awarded \$452,700 to Mr. Gardner and David H. Feldman, a professor at nearby Tufts University, to

Mr. Gardner's third round of Spencer support is for his current project with Mr. Perkins, co-director of Project Zero, and Mr. Perrone, Harvard's director of teacher education.

Mr. Gardner says they are looking at "performances of understanding," or the idea that students should be able to take a concept they have learned and use it appropriately in a new situation.

Much of the researchers' work is based on ideas that Mr. Gardner explored in his 1991 book, The Unschooled Mind: How Children Learn, How Schools Should Teach (Basic-Books). In it, Mr. Gardner maintains that schools are not successful because they don't change the way people think.

But Mr. Gardner and his colleagues wanted to go further than just analyzing the problem. They wanted to see if they could help solve it.

#### Working in Local Schools

The researchers are now working in local schools to get leachers to change the way they instruct and test students. As an example, Mr. Gardner says he would advise an American-history teacher not to give a lecture to students and then a quiz.

Instead, he would encourage the teacher to pick a newspaper story and relate it to an event or a concept presented in an earlier lesson. Then the students could be broken into small groups to discuss questions about the article or to solve a puzzle based on it. Later, the entire class could discuss each group's solution.

Spencer applauds the researchers' approach. "Too many researchers and too many academics generally are much more interested in analyzing a problem than in solving it," says Patricia Albjerg Graham, Spencer's president. "They think if they get the analysis right, they have done all that needs to be done. And in the field of education, I think we need to be concerned both with analysis and a solution." -JULIE L. NICKLIN



Howard E. Gardner, a professor of education at Harvard U.: "My research life would have been entirely different without Spencer."

# Spencer Fund Seeks to Make Education Research a Priority for Others

effort to garner more support for education research.

Spencer officials and education researchers say Ms. Graham's experience as an educator and as former director of the National Institute of Education makes her a natural to carry out Spencer's mission. She was dean of the Harvard University Graduate School of Education for almost a Accept decade and was a member of Spencer's Board of Directors for nine years.

"She has a unique sense of what the problems are in the country," says David S. Tatel, a lawyer and chairman of Spencer's Board of Directors. "And she has an idea of how Spencer can fund research that will help understand the problems-and therefore solve them."

The Spencer Foundation was established in 1962 with less than \$1-million by

Mr. Spencer, the founder and president of Science Research Associates. The Chicago company publishes educational texts and curriculum materials. Until Mr. Spencer's death from pancreatic cancer in 1968, the fund gave money to various educational and cultural institutions.

#### \$115-Million Since 1971

In his will, Mr. Spencer directed that most of his estate-\$85-million-go to the foundation. Yet he had never really talked about his long-range plans for the foundation, says Marion M. Faldet, the fund's vice-president and secretary. Instead, he frequently wrote down his thoughts on education as he traveled, she says.

The fund's officers had to rely on those writings to chart the foundation's direction. One important piece of Mr. Spencer's died: the pencil-written note now hanging in Ms. Graham's office.

Ms. Paldet says the note clearly showed how Mr. Spencer wanted his money to be used. "Lyle was a very lovely person with ideas sparkling all the time," says Ms. I'aldet, who had worked with Mr. Spencer at the publishing company. "He would have been very happy with the way the foundation has developed."

Ms. Faldet says that at one point she wondered whether the foundation's mission should be so restricted. "But I've been convinced over the years that there is so little money available for basic research that we're right," she says. "We've carried out his mandate."

Since its first grant in 1971, Spencer has awarded a total of \$115-million for educawriting was found in his briefcase after he million Spencer pays out annually, about tion research. Of the approximately \$920 per cent-\$1.8-million-goes to two doctoral fellowship programs. One progrum supports students within five years of their degree; the other is for those in the final stages of their dissertations. The rest of the foundation's annual grant money, or about \$7.2-million, goes for research prop

#### Many Disciplines Represented

Many Spencer-supported efforts have resulted in publications on education and learning. A bookcase in the lobby of the foundation's offices on Michigan Avenue here displays some of the books written by grant recipients. Ms. Graham's book, SOS: Sustain Our Schools, published this year by Hill and Wang, was supported by \$98,000 grant from the foundation in 1981. Flow: The Psychology of Optimal Experence, (Hurper & Row Publishers Inc.) by Mihaly Csikszentmihalyi, a University of Chicago psychology professor, also will ten with Spencer support, has been a na-

ed by various school systems. Mr. Stanley is a professor of psychology at the Johns Hopkins University.

#### Studying Teachers' Knowledge

Elsewhere, Lee S. Shulman, a professor of education at Stanford University, is helping teachers develop a knowledge of particular subjects that will enable them to leach more effectively. That project draws on Mr. Shulman's research on how a teacher's understanding of a subject affects the way information is taught, which shows that "book knowledge" is different from pedagogical knowledge.

"Before Lee Shulman, we thought either you knew about history or you didn't

#### The Spencer Foundation at a Glance

the second record of the contract of the second of the sec Founded: in 1962, by Lyle M. Spencer Assets: \$224.7-million, as of March 31, 1992 Grants: \$8.2-million in 1992

Purpose and Areas of Support: "To support research that gives promise of yielding new knowledge about education in one or another of its forms in the United States and abroad." Awards grants and fellowships for research on education. Officers: Patricia Albjerg Graham, president; Marion M. Faldet, vice-president and secretary (retiring in November).

know about history," Ms. Graham says. "But he says, 'No, no, there is a more complicated understanding of history."

Yet, lingering criticism has made money for education research harder and harder to come by. A 1991 report by the National Academy of Education said that fewer than 4 per cent of the grants made by 28 major foundations went for education research. Rather than focusing on research, many foundations have chosen to put money into programs to help students learn

Meanwhile, according to the NAE report, the federal government has sharply limited its support of education research. It said that from 1973 to 1986, when adjusted for inflation, federal money for various types of education research dropped 80 per cent, from about \$100-million to \$20-million.

Diane Ravitch, Assistant Secretary for the U.S. Department of Education's Office of Educational Research and Improvement, says she is trying to get the government to put more money into field-initiated education research, projects that are generated by researchers. But members of Congress don't seem to agree with her approach, she says. "Either they say what we have is generically had or they say what

we have is enough, and we don't need any more," she says.

Despite the criticism of education research, a growing number of education experts are starting to acknowledge its importance. A report released this month by the Committee on the Federal Role in Education Research recommends that the government increase its commitment. The NAE report urged that private and public sources alike increase their support.

#### Critical Issues Discussed

Spencer officials cheer those suggestions. In November, Ms. Graham invited representatives of the Education Department as well as private and corporate foundations to a meeting at the foundation. Members of the group discussed what issucs were critical to improving education and how they might work together on them. Several of the foundations said they were willing to explore collaborative projects with Spencer.

"There ought to be more money for programs to help kids," Ms. Graham says. "But the question is, Which programs and how will they help?

"You figure out which programs will help by doing research."

# Foundation Expands Definition of Education and Draws on Many Fields

The Spencer Foundation may be the only fund in the country to concentrate on education research. But the recipients of its grants are not limited to the big names in the field. The foundation has expanded the defini-

tion of education to include any place where learning occurs-museums, community centers, and the family. It supports projects that examine learning at any point in a person's lifetime. As a result, the organizution doesn't limit its awards to researchers in schools of education-a practice that people applaud as wise.

#### Half Go to Schools of Education

Spencer officials say about half of their grants go to researchers in schools of educution. The other half go to researchers in the arts and sciences, who use their expertise in anthropology, economics, history, and sociology to study education. Spencer says researchers in other fields bring a fresh perspective to the study of learning.

"It's extremely useful to work with these scholars," says Patricia Albjerg Graham, Spencer's president, "A person who is sitting in a school of education somewhere is stuck thinking only about education questions."

Among some of the researchers who have been awarded Spencer grants over the past few years:

Howard E. Gardner, David N. Perkins, and Vito Perrone, all of Harvard University: \$2.3-million over five years to study how teachers can help students transfer the knowledge they acquire in the classroom to new experiences.

Lee S. Shulman of Stanford Universi-

ty: \$350,600 over four years to study how teachers link the unknown with the known when explaining new concepts to students.

 Carol Gilligan of Harvard University: \$350,100 over four years to study the psychology of women and the development of adolescent girls.

Jerome Bruner of New York University: \$350,000 over four years for studies in cultural psychology.

■ Mihaly Csikszentmihalyi of the University of Chicago: \$349,300 over four years to investigate how people develop creativity in later life.

# John F. Witte of the University of Wisconsin at Madison: \$231,000 over two years to analyze Milwaukee's "Choice" program, which allows public money to be used to send children to private schools.

#### PRIVATE GIVING TO COLLEGES AND UNIVERSITIES

AHMANSON FOUNDATION 9215 Wilshire Bouleyard Los Angeles 90210

Libraries. For the library: \$3-million to Hunlington Library, Art Collections, and Botani

HAROLD K. L. CASTLE FOUNDATION 222 Merchant Street Honolulu 96813

Higher education. For the university's merg-cr with Hawaii Loa College: \$1-million to Ha-

EDNA MCCONNELL CLARK FOUNDATION 250 Park Avenue New York 10017

Criminal justice. For studies of judicial and prosecutorial decision making: \$150,000 to Medical research. For research on oncho-

cerciasis: \$330,000 over two years to Johns For research on trachoma: \$1 10,000 to Johns Hopkins U.

J. E. AND L. E. MABEE FOUNDATION 3000 Mid-Continent Tower 401 South Boston

Tulsa, Okia. 74103 Facilities. For a new science building: \$1.25ion challenge grant to U. of St. Thomas

ANDREW W. MELLON FOUNDATION 140 East 62nd Street Arts. For the fine-erts museum: \$143,000 to Libraries. For the library: \$1.5-million to

Huntington Library. Art Collections, and Botanical Gardens. Support. For support of programs: \$200,000 to Whitman College.

M. J. MURDOCK CHARITABLE TRUST P.O. Box 1618 1couver, Wash. 98668

Science. For a research program for science Whitman College. RESEARCH CORPORATION

6840 East Broadway Bouler Tucson, Ariz. 85710-2815 Solence, For research in chemistry, physics, and astronomy: \$2.1-million divided among 118 faculty members at 79 institution

**TISCH FOUNDATION** New York 10021-8087 Facilities. For a new library: \$10-million to

#### QIFTS & BEQUESTS

Amheret College. For the Japanese-language program; \$116,500 from Shoya Club. Aubum University. For the college of engineering; computer software valued at \$4.7nillion from Mentor Graphics Corporation. Carthage College (Wis.). For a science-re-search laboratory: \$255,000 from anonymou

Eion College. For the capital campaign: \$125,000 from Wachovia Bank. Marshall University. For medical scholar-ships: \$1-million from the estate of James P. Mississippi State University. For the College of Veterinary Medicine: \$150,000 from J. Wayne and Martha J. Lamberth.

University of Alabama. For the computer center in the library of the College of Commerce and Business Administration: 53-million from Sloan Y. Bashinsky, Sr.

University of California at Los Angeles. For the center for the graphic arts: \$100,000 from the estate of Marcia S. Weisman. University of Kansas. For scholarships in so-cial work and sociology: \$100,000 from Helen

University of Maryland at Baltimore. For the National Museum of Dentistry: \$1-million from Samuel D. Harris. University of Nevada at Las Vegas. For the

University of Oklahoma. For a professorship of modern American history: \$500.000 from

Paul H. and Doris Eaton Travis. lity of the Pacific. For scholarships: \$200,000 from Robert C. Powell, Washington College (Md.). Por scholarships: \$300,000 from Lieut. Col. W. Kennon Perrin. West Virginia University. For a professorship of English and for the College of Arts and Sci-

ences: over \$2-million from the estate of George Jackson. Whitman College, Por support of programs: \$109,613 from the estate of John Allen. -For the endowment: \$108,000 from the estale of Habelle Shanahan Morrison.

-For scholarships and for the library: \$480,000 from the estate of Ruth F. McBir-

Wittenberg University. For the endowment: \$1-million from the estate of Alma Adams.



-2.

Brooklyn College of the City University of New York, which was found in February to have discriminated against its female athletes and coaches, has announced plans to drop its sports program for financial

In a statement, the college called the move a "moratorium" and said the program would be withdrawn for "an undetermined period."

The action is part of a \$5.4million budget cut the university system has asked Brooklyn to make for academic 1992-93. The system is looking to cut \$40-million over all. The budget for the 15-team sports program at Brooklyn is \$1.4million, including \$270,000 in state funds. The college will honor all existing athletic scholarships.

A college spokesman said the decision to cancel athletics was a financial one that was not related to the discrimination findings.

The Education Department's Office for Civil Rights said in February that Brooklyn's sports program was not in compliance with Title IX of the Education Amendments of 1972, which bars sex discrimination in programs that receive federal assistance.

Linda J. Carpenter, one of the two professors who filed a complaint that led to the civil-rights office's finding, said the cancellation of sports at Brooklyn was "a sad loss." She said that while some college officials might be relieved to rid the institution of the "Title IX burden," the college's budget woes were squarely behind the decision to drop athletics.

A controversial student center for Appalachian State University has been dropped from a list of constructio projects that the University of North Carolina system hopes to finance through a bond referendum this fall.

Students and professors at Appalachian sponsored a bike tour and rally this month to protest the activities center, which they contend is purely a basketball arena, not a true student center. They object to the use of state funds for a sports facility at a time of fiscal constraint for academic programs (The Chronicle, May 27).

Even after the bike tour, the trustees at Appalachian State reaffirmed their support for the student center. Yet the same day, State Rep. David Diamont, the lawmaker who represents the region surrounding Appalachian State,

Last week, a university system official announced that the Appalachian State center—as well as athletic facilities at East Carolina and North Carolina State Universities—had been withdrawn from the system's \$300-million wish list. He said political support for the projects seemed to have faded.

But an Appalachian official said last week that the center would be built. "It's not a question of if," he said, "it's a question of when,"

## **Athletics**

# Blacks' Big Share of Athletic Scholarships Contrasts With Low Overall Enrollment



Harry Edwards of Berkeley says the disparity between the number of black athletes and students "demoralizes" those in high school.



Gary A. Salles of Indiana U. defends big-time college sports as an avenue of "upward mobility" for young blacks.

Continued From Page Al

see it as their only chance, of course they take it," says Andrew Hacker, a politicalscience professor at City University of New York's Queens College, and author of Two Nations: Black and White, Separate, Hostile, Unequal, a best-selling book about race, "But the cynicism of colleges in capitalizing on this is a real blot."

Some sports officials, academics, and activists, however, say that sports programs should be cheered, not castigated, for their role in integrating colleges. They also say they do not object to the heavy representation of black athletes, as long as colleges are providing a meaningful educa-

tion to the athletes they bring to campus. Advocates of that view, citing evidence that black athletes on many campuses graduate at a higher rate than other black students, argue that sports are a realistic route out of poverty and to a successful

"I'm not against a university's recruiting black athletes," says Gary A. Sailes, assistant professor of sport sociology at Indiana University. "My attitude is, you're bringing black bodies to campus, and it's better than not having blacks at all. "But if you bring the kids on campus, you've got to get them graduating.'

#### Data From an NCAA Form

The Chronicle compiled the information about race from a graduation-rates form that each Division I institution was required to submit to the National Collegiate Athletic Association in 1991.

Each college's form contains information about the racial composition of its fulltime undergraduates and its scholarship athletes in the 1990-91 academic year.

At the average Division I college, 6 per cent of the full-time students were black, compared with 22 per cent of all scholar-

ship athletes, nearly 43 per cent of the football players, and 60 per cent of the busketball players. For colleges that play football at the NCAA's highest level, Division I-A, the percentage of black football players was higher-about 47 per cent.

Three key questions emerged from discussions with sports officials and experts on race:

What messages do the disparities send about the colleges? What kind of atmosphere are the institu-

tions creating on their campuses for students, black and white? And does the fact that graduation rates for black athletes may be higher than those for other black students on many campus-

es justify the high rate of recruitment of

#### 'The Message Is Clear'

black athletes?

Arthur Ashe, the former professional tennis star who has advocated tougher academic standards for athletes, says that by recruiting black athletes and giving them scholarships in large numbers, colleges tell young blacks that their athletic skills are more valuable than their minds.

As a result, he says, black families are much more likely than white ones to push their kids onto the playing fields, too often at the expense of the classroom.

"I think if a sociologist wanted to study it, he or she would find a causality between the willingness of colleges to bring in athletes who are marginally qualified academically, and the willingness of black athletes to deemphasize the academic component in favor of sports," says Mr. Ashe. "The message is clear: The colleges are interested in us primarily as athletes."

Israel Tribble, Jr., president of the Florida Endowment Fund for Higher Education, which seeks to increase the number of blacks in higher education, also com-

plained that colleges seemed more willing to bend their standards for athletes than for non-athletes, who often are more likely than the athletes to take advantage of the educational opportunity.

"It is not had to bring athletes to campuses if they're given a fair chance to succeed in the classroom as well as on the field," says Mr. Tribble, "But it's somewhat contradictory to have a different set of standards, depending on what part of the university you're going to be in."

Muny college officials say colleges should not be criticized for having significant numbers of black athletes on their campuses, since the chance to play sports has given thousands of athletes access to an education that they might not otherwise have received.

Others say that while universities should be encouraged to recruit and provide scholarship money for black students who are not athletes, they shouldn't be blamed for using the resources available to themin this case, athletic scholarships-to diversify.

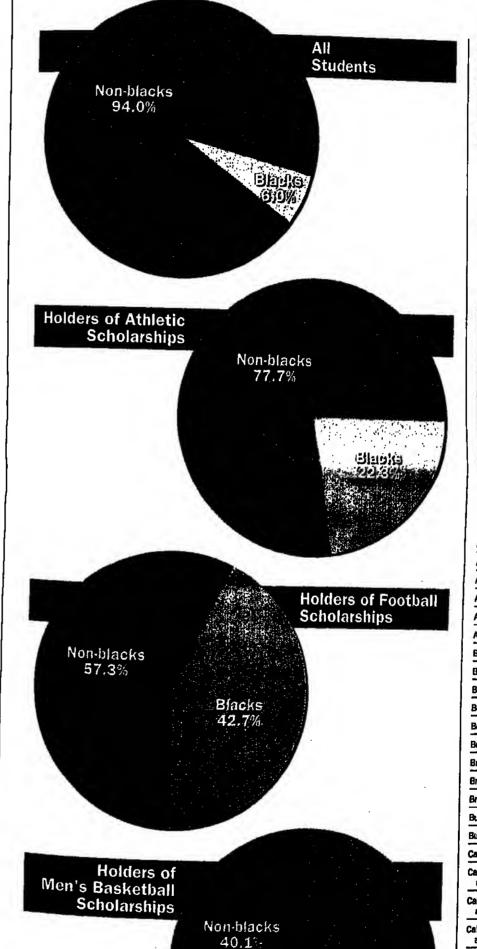
#### 'A Better Source of Diversity'

John C. Phillips, a sociology professorat he University of the Pacific who spec izes in sports, says his institution has a program that gives full scholarships to local citizens who "don't have a history of college education in their family background,"

"Obviously that's a better source of diversity, because they come in on the basis of their academic ability," he says. "Using athletics is an inefficient system of bringing minority students on campus. But realisti cally, if sports scholarships were dropped, I don't think the money would be used to bring other minority students on campus.

If you see a black male student on the Continued on Page A34 SOURCE: Chronicle reporting

# FACT FILE: Black Athletes and Other Undergraduates at 245 Colleges in NCAA Division I



Blacks

59.9%

CHRONICLE CHART BY JOJO GRAGASI

Men's baskstball Total black Total Total black 5,150 4.9% 130 13.8% 14 64.3% Appalachian St U 9,785 4.6 253 33.2 85 47.1 13 69.2 Arizona St U 23,840 2.4 294 29,3 95 44.2 14 78.6 Arkansas St U 6,505 12.2 208 41.7 92 67.4 14 35.7-Auburn U 16,926 4.2 224 37.5 77 62.3 12 66.7 Austin Pesy St U 3.438 16.9 148 41.2 64 62 6 11 72.7 Ball St U 15,951 4.3 301 18.3 7 42.9 Baylor U 9,880 3.2 234 31.6 92 48.9 15 53.3 Boise St U 6,758 0.8 207 19.3 12 58.3 Boston C 8,961 3.5 262 18.7 98 31.3 16 82.5 Declined to respond t Bowling Green St U 16,565 3.8 350 14.9 95 28.4 14 64.3 Bradley U 4,683 7.0 143 13 76.9 Declined to respond † Brooklyn C 12,000 21.2 14 50.0 Bucknell U 3,178 2.3 279 7.2 98 10.2 10 50.0 Butler U Declined to respond f California St U at Fresno 12,642 4.0 286 28.0 73 50.7 15 80.0 California St U at Fullerton 13,835 2,7 242 22.3 73 46.6 California St U 18,376 6.4 237 33.3 California St U at Northridg 237 24.9 16,759 7.4 66 48.5 California St U at Sacramento 15.205 5.0 278 10.8 66 24.2 Declined to respond t 3,753 6.5 46 8.7 2 100.0 746 4.8 Centenary C of Louisland 116 7.7 14 50.0 Central Connecticut St U 6,591 5.0 155 25.8 70 27.1 15 80.0 Central Michigan U 14,122 2.5 290 20.3 96 30.2 14 78.6

The institution does not play Division I football

CONTINUED ON FOLLOWING PAGE



# FACT FILE: Black Athletes and Other Undergraduates at 245 Colleges in NCAA Division I CONTINUED

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Ouqueane U		3.6	157	13.4	•	-	15	73.3
Duqueane U	6,547	7.3	151	6.6	•	-	11	45.6
	6,106	6.9	252	14.7	89	33.7	13	38.5
aet Carolina II	7,153	2.1	134	13.4	4	•	14	71.4
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ast Tennessee St U	7,540	3.4	29	27.6	13	46.2	11	100.01
Eastern Illinois U	8,933	5.0	259	17.4	81	24.7	15	53.3
astern Kentucky U	8,183	6.5	188	37.2	78	53.8	16	62.5
Eastern Michigan U	12.493	8.5	273	24.5	87	39.1	15	60.0
astern Washington U	6,526	1.8	133	21.8	66	19.7	13	61.5
eirfield U	2,928	1.4	52	17.3	•	•	11	63.6
airieigh Dickinson U	3,189	18.3	82	28.0	•	•	13	69.2
Florida International U	8,257	8.6	· 143	9.8	•	•	10	50.0
Florida St V	18,995	7.1	304	35.9	93	69.9	16	81.3
Fordham U	5,054	5.0	354	5.1	93	4.3	15	40.0
	. 2,489	3.5	193	19.2	78	34.6	13	48.2
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Georgia Inst of Tech	9,270	7.5	230	38.6	95	54.7	13	46.2
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deho St U	6,217	0.9	158	18.4	60	23.3	14	57.1
Illinois St U	17,916	6.2	290	22.1	69	52.2	12	75.0
Indiana St U	8,481	7.6	222	31.5	75	46.7	17	35.3
Indiana U	24,688	4.3	304	20.4	93	40.9	12	41.7
lona C	4,231	12.2	114	17.5		10.5	12	83.3
lowe St U	19,142	2.4	296	16.2	65	36.9	14	64.3
Jacksonville U		4.8	77			30.9		
James Madison U	9,311	9.5	282	18.2 26.2	71	53.5	14	78.6
		2.8	215	29.3	64		15	86.7
Kansas St U	15.027					39.1	22	50.0
Kent St U	19,636	5.8	333	15.3	90	42.2	15	40.0
La Saile U	3,242	4.3	191	7.9			18	88.3
Lafayette C	1,987	3.5	157	13.4	64	23.4	11	27.3
Lamar U	5,378	18.9	162		20	30.0	15	66.7
Lehigh U	4,508	2.1	202		87	16.1	11	27.3
Liberty U	4,818	5.2	248	21.8	76	44.7	15	48.7
Long Island U-Brooklyn Center	2,987	41.3	81	18.5	•		15	73.3
Louisiana St U	16,642	7,5	287	29.6	86	48.8	13	
Louisiana Tech U	7,327	14.4	210	42.4	94	58.4	15	
Loyola C (Md.)	3,247	2.2	105		•	•	14	35.7
Loyola Marymount U	3,716	4.9	84		<del>.</del>	<del></del>	14	42.9
Loyola U of Chicago	5,948		131		•	•	14	21.4
Manhattan C	2,832		103				13	
Marist C	2,946		34			<u> </u>	14	
Marquette U	7,820		98			<del>;-</del> -		42.9
.Marshelf U	7,785		221		80	43.8	15	
MaNeese St U		to respond	ــــــــــــــــــــــــــــــــــــــ	20.0		73.8	14	71.4
Memphis St U	11,098		250	38.8		#n =		
	2,120	10.6	118		95	52.6	12	
Mercer U		40.0	كالملدا	10,1	*			58.3

	Undergra	duates		Ali		hip athiotos otball	Men's b	apl
		Pol.		Pot.		Pct.		Pe
	Total	<u>black</u>	Total	black	Total	black	Total	blac
Michigan St U	31,118	7.G%	388	20.6%	103	37.9%	16	50.0
Middle Tennessee St U	11.233	10.1	145	51.0	88	62.7	14	92.9
Mississippi St U	10,378	13.5 5.1	198 86	17.4	•	un.a	13	76.9
Monmouth C  Montana St U	1,929 8,611	0.3	179	11.2	78	14.1	13	3B.5
Morehead St U	4,459	3.9	152	22.4	61	41.0	15	40.0
Mount Saint Mary's C	1,326	5.0	79	21.5	<del></del>	11.0	15	33.3
Murray St U	5,998	4.2	177	28.8	12	43.1	14	71 4
New Mexico St U	9,177	1.5	202	218	74	32.4	14	78.6
Niagara U	2.106	4.2	100	7.0	<del></del>	•	12	50.0
Nicholis St U	4,218	10.1	216	25.9	72	50.0	17	58.6
North Carolina St U	15.488	10.3	275	26.2	84	47.6	10	60.
Northeast Louislana U	7,871	16.1	229	37.6	92	62.0	11	63.
Northeastern Illinois U	4.028	13.2	85	9.4	•	•	11	45.
Northeastern U	13,788	5.4	226	23.9	55	32.8	15	93.
Northern Arizona U	11,046	1.4	344	15.7	107	28.0	20	40.
Northern Illinois U	16,315	7.3	302	21.5	103	44.7	15	53.
Northwestern St U								
of Louislana	4,812	19.6	195	32.8	80	48.8	13	46.
Northwestern U	Declined t	o respond	<u>†</u>					
Ohio St U	34,349	5.4	328	22.0	90	40.0	13	61.
Ohio U	14,015	4.2	325	16.3	92	34.8	15	46.
Oklahoma St U	13.556	2.8	222	24.3	78	50.0	11	83.
Old Dominion U	9,703	12.0	142	15.5			13	76.
Oregon St U	12,394	1.2	215	23.3	79	45.6	15	40.
Pennsylvania St U	Declined	to respond	<u>†</u>					
Peppardine U	2,440	2.7	103	5.8		·	13	30
Providence C	3,797	2.0	179	7.8			10	90
Purdue U	28,742	3.8	310	27.4	90	48.9	14	50
Radford U	7,655	3.3	151	15.9		•	12	86
Rice U	2,782	5.8	274	26.3	106	37.7	18	66
Rider C	3,138	5.5	175	10.3	<b></b>		16	50
Robert Morris C	4,525	4.3	82			•	13	
Rutgers U	21.440	9.5	302		69	-17 B	12	_
Saint Bonaventure U	2.313	1.4	89	10.1		•	13	
Saint Francis C (Pa.)	1,001	1.7	75	8.0			16	37
Saint Francis C (N.Y.)		to respond						
Saint John's U		to respond	<del></del>					
Saint Joseph's U	2,635	3.9	121					
Saint Louis U	6,541	5.5	105		<u> </u>		12	
Saint Mary's C of California		3.6	160		<u> </u>		11	
Samford U	1.945	9.0	136	17.6			14	-(1
Sam Houston St U		to respond	<del></del>	~~~		45.5		69
Sen Diego St U	11,188		190	31.1	80	45.0	13	0:
Sen Jose St U		lo respond	<del></del>			40.5	4.4	64
Santa Clara U	16,324 3,717	4.4	182		54	42.6	14	
Seton Half U		2.5 to respond	144	11.1	56	14.3	13	
Siena C	2,773		26	23.1			15	33
Southeastern Lousiana U	9,500		136		<del></del>	<del></del>	13	
Southern Illinois U	2,000		130	21.9				
at Carbondale	17,760	10.3	297	19.9	89	34.8	13	6.
Southern Methodiat U	5,045	3.9	191	18.3	65	33.8	14	50
Southern Utah U	2,882	0.9	140	10.0	62	16.1	14	28
Southwest Missouri St U	14,365	2.1	313	24.3	88	47.7	16	62
Southwest Texas St U	14,688	5.4	215	33.0	86	45.3	14	
Stanford U	6,549	8.3	241	18.7	92	30.4	15	2
St U of New York at Buffal	0 14,041	8.3	82	14.6	•	•	14	
Stephen F. Austin St U	10,099	4.8	205	29.3	81	42 0	13	
Stetson U .	2,022	2.1	132	9.1	•	•	15	66
Syracuse U								4

• The institution does not play Division I football: † Some of the colleges that declined to respond cited privacy reasons, while others said they would wait for the INCAA to release the information collectively.

1 At East Tennessee State, only information about treshman ethician was provided.

2 Weber State, like many universities, does not require students to identify their race. As a result, some universities reported a large number of unidentified students, which explains why Weber State shows more black attrictes than black students over all.

	16. 4-	tunte -	Scholarship athlotes  All Football Man's basketh						
-	Undergrou	Pct.		Ali Pol.	Men's basketb				
	Total	black	Total	black	Total	Pct. black	Total	Pet. black	
ennessee Tech U	6,039	3.7%	145	26.9%	69	42.0%	12	58.3%	
exas A&M U	30,843	3.0	361	26.6	103	54.4	18	66.7	
exas Christian U	4.736	3.3	217	24.4	74	39.2	16	68.8	
exas Tech	18,345	30	223	26.9	83	41.0	14	64.3	
owaon St U	9,821	7.8	220	17.3	65	35.4	13	76.9	
ulane U	5.581	6.3	173	35.8	87	49.4	14	64.3	
J of Akron	13,541	73	236	25.4	78	53.8	13	61.5	
J of Alabama	14.800	9.8	263	31.9	<u>91</u>	59.3	15	93.3	
J of Alabama at Birmingham	1,731	28.7	109	17.4			14	71.4	
I of Arizona	22,616	2.2	298	27.5	92	50.0	12	66.7	
of Arkansas at Fayetteville	10,203	5.6	245	30.2	81	54.3	15	80.0	
of Arkansas at Little Rock	5,450	10.7	107	15.0	·	•	15	60.0	
of California at Barkeley	21.590	8.9	290	23.1	85	43.5	15	53.3	
J of California at Irvine	13,840	3.0	154	11.7	•	•	14	50.0	
of California									
at Los Angeles	23,594	6.7	322	26.4	88	52.3	12	83 3	
J of California at Santa Barbara	15,975	3.2	147	8.8			13	53.8	
of Central Florida	10,847	3.5	218	20 2	80	36.3	13	61.5	
U of Cincinnati	11,891	6.2	214	26.2	73	50.7	9	66.7	
	Declined t								
U of Connecticut	14,167	3.7	207	18 8	68	33.8	11	63.6	
U of Dayton	6,443	3.6	80	15.0		•	13	81.5	
U of Delaware	13,945	4.4	135	25.9	82	29.3	13	69.2	
	Declined t		<u> — — — — — — — — — — — — — — — — — — —</u>						
U of Evansyille	2,212	2.9	141	2.8	<del></del>	<del></del> -	12	33.3	
J of Florida	22.904	7.0	253	30.4	 85	52.9	11	63.6	
U of Georgia	19.633	5 9	303	32.3	93	58 1	15	73.3	
U of Hartford	4.377	5.3	125	10.4	<del></del>		14		
U of Hawaii	12.775	0.7	270	20.4	92	39.1	14	71.4	
U of Houston	15,622	9.5	245	49.4	79	54.4	13		
U of Idaho	6,427	1.0	152	20.4	71	29.6	11	74.4	
U of Illinois at Chicupo	13,780	106	187	107	~ <del></del>		14		
U of Illinois					·				
at Urbang-Chonipoign	25,957	7 2	203	23.5	91	11.8	10	50.0	
J of Iowa	16,270	2.7	351	18.8	91	35.2	14	50.0	
of Kansas	18,137	27	332	21.4	87	46.0	15	60.0	
J of Kentucky	14.025	3.8	270	27.0	99	46.5	12	58.3	
of Louisville	10.439	11.5	330	24.5	97	50.5	13	76.9	
of Maine	7,406	0.6	178	14.0	65	26.2	14	42.9	
of Maryland Baltimore County				45.4			12	66.7	
of Maryland	6.299	13.6	141	15.6				70.1	
at College Park	21,288	11.2	328	23.8	93	40.8	11	72.7	
of Massachusetts									
at Amherst	17,189	2.4	245	9.8	67	27.3	13	61.6	
of Miami	7.851	6.9	193	40.9	90	67.8	13	69.2	
of Michigan	22,797	8.7	355	18.0	94	41.5	12	58.3	
of Minnesota Twin Cities	27,078	27	406	14.5	93	39.8	17	52.9	
U of Mississippi	9,794	9.1	231	38.6	92	52.2	15	60.0	
of Missouri at Columbia	16,770	42	327	21.4	94	39.4	13	46.2	
U of Missours	20,710		1						
at Kansas City	3,925	6.7	88	18.2	<u>.</u>		13	61.5	
U of Montana	6,617	0.5	164	10.4	76	10.5	18	ъ3.3	
of Nebraska	16,716	2.2	332	22.3	87	49.4	13	53.8	
of Neveda at Las Vegas	7.935	6.1	235	31.1	76	53.9	12	68.7	
of Nevada at Reno	7.822	1.8	201	23.4	75	41.3	13	69.2	
of New Hampshire	9,110	0.3	167	108	72	20.8	13	23.1	
U of New Mexico	9,872	2.4	343	19.0	91	48.4	17	58.8	
U of New Orleans	8,609	12.9	77	35.1			14	92.9	
of North Carolina at Ashavilla							12	68.3	
U.of North Carolina	2.008	3.9	97	16 5			12	30.3	
The Chapel Hill	13,823	10.3	409	20.5	82	57.3	16	50.0	
U of North Carette			1						
at Charlotte U of North Carolina	9,864	11.7	160	20.6			16	81.3	
at Wilmington			1						

		.				hip athieter		
	Undergrad	Pct.		Pot.	For	Pct.	Men's b	eskethal Pct.
li of North Towns	Total	black	Total	black	Total	black	Total	black
U of North Texas	15,866	7.2%	184	38.6%	75	58 7%	12	58.3%
U of Northern lows	10.005	1.5	243	15.6	B5	27.1	16	43.8
U of Oklahoma	7.485	4.5	273	22.7	90	54.4	11	54.5
U of Oregon	12,312	5.9	299	26.8	84	46.4	13	61.5
J of the Pacific	12.450	3.2	245	17.6	95	28.4	13	53.8
of Pittsburgh	2.519 13.488	7.4	196 256	17.9	68	30.9	14	50.Q
of Portland	1.887	1.6	124	6.5	86	48.8	16	43.8
of Rhode Island	9,519	2.2	227	15.4	83	20.5	16	25.0
J of Richmond	2.837	3.1	173	17.3	78	21.8	14	78.6
J of San Diego	3.699	1.4	84	14.3	<del>- ;</del> -	21.0		71.4
U of San Francisco	2,480	2.9	115	10.4	<del>-</del>	•	15	53.3
U of South Alabama	Declined to			10.4		<del></del>	15	53.3
J of South Carolina	13.538	14.7	263	25.9	82	53.7		52.0
U of South Carolina	13,336	14.7	203	25.9	82	53.1	13	53.8
Coastal Carolina C	4.080	7.3	148	8.2	•	•	11	90.9
U of South Florida	14.171	4.8	112	15.6	_ ·	•	14	78 6
U of Southern California	13,339	4.7	281	31.8	94	44.7	· 13	84 6
U of Southern Mississippi	10,118	15.6	236	40.7	98	62 2	14	71.4
U of Southwest Louisiana	11.906	17.8	209	43.1	92	56.5	14	78.6
U of Tennessee								
at Chattanooga	4.940	11.0	169	36.7	81	49.4	15	0.08
U of Tennesseo at Knoxville	16.357	5.2	267	38.6	95	63.2	13	76.9
U of Texas at Arlington	11,790	7.4	124	22.6	•	•	12	75.0
U of Texas at Austin	31.601	4.3	359		101	42.6	17	64.7
U of Texas at El Paso	9.494	3.4	163		75	56.0	13	76.9
U of Toxas-Pan American		0.7	119		•	•	13	69.2
U of Texas at San Antoni		3.2	105	22.9	•	•	12	75.0
U of Toledo	15,036	7.1	253		79	32.9	9	_
U of Tuisa	2.848	5.4	190		81	37.0	13	69.2
U of Ulph	19.907	0.7	269		88	34.1	15	40.0
U of Vermont	7,394	1.0	102	7.8	•	•	13	46.2
U of Virginia	11,154	11.1	368		90	44.4	13	53.8
U of Washington	20.024	3.9	278		93	49.5	12	66.7
U of Wisconsin			1					
at Green Bay	3,631	1.2	162	4.9	<u> </u>	<u> </u>	15	26.7
U of Wisconsin at Madiso	n 26,836	1.9	395	17.5	101	42 6	17	52.9
U of Wisconsin at Milwaukge	12,242	4.4	107	14.0	•		13	81.5
U of Wyoming	8,173	1.0	282	13.8	87	21.8	14	71.4
Valparaiso U	2,932	1.3	148	1.4	_ <del></del>	-21.0	12	16.7
Vanderbill U		o respond				<del></del>		-0.1
Villanova U		o respond						
Virginia Commonwealth U	10,922	15.3	132	18.9	-	•	16	66.7
Virginia Military Inst	1,350	6.7	179	30.7	71	52.1	12	75.0
Virginia Polytechnic Inst	2(0.00		<u>                                     </u>					
and St U	18,162	4.6	228	30.3	88	52.3	15	86.7
Wagner C	1,125	8.4	128	13.3	•	•	12	66.7
Wake Forest U	3,382	6.9	206	29.1	81	56.8	14	71.4
Washington St U	14.467	1.5	275	19.6	86	41.9	13	81.5
Weber St U <sup>2</sup>	2,259	1.1	186	16.7	71	28.2	15	60.0
West Virginia U	13,413	3.1	417	25.4	· 127	47.2	17	64.7
Western Carolina U	4,696	4.1	179	32.4	70	50.0	14	71.4
Western (Illnois U	10,015	9.1	258	24.0	71	33.8	15	80.0
Western Kentucky U	10,572	5.8	252	28.2	80	57.5	12	66.7
Western Michigan U	16,217	<b>5.3</b>	255	26.7	93	46.2	14	42.9
	7,241	5.2	181	14.3	•	•	13	69.2
Wichite St D			424	10.4	,	•	12	50.0
Wichite St D Winthrop College	3,552	17.5	134	10.7				
	3,552 9,167	6.4	176	7.4	4	•	13	53.8
Winthrop College					*	•	13 11	53.8 90.9
Winthrop College Wright St U	9,167	6.4	176	7.4				

The institution does not play Division I football.
 I Some of the colleges that declined to respond to the Chronicle's survey cited privacy rescore, while others said they would writ for the NCAA to release the information collectively.
 I at several universities, only information about freshmen athletes was provided.
 Weber State. like many universities, does not require students to identify their race. As a result, some universities reported a large number of unidentified students, which explains why Weber State shows more black athletes than black students over all.
 SOURCE: CHRONICLE REPORTING

\*



#### Blacks' Big Share of Scholarships Contrasts With Overall Enrollment

Continued From Page A30 campus of Boise State University, the chances are good that he's an athlete. Thirty-five of the 40 fulltime black male students enrolled there in 1990-91 were athletes.

"People see me and immediately assume I'm on the track leam,"

"It is not bad to bring athletes to campuses if

they're given a fair chance to succeed in the

classroom as well as on the athletic field."

says Ziddi Msangi, a senior finearts major at Boise State. "They ask, 'What sport do you play?'

'My response is, I'm on the art It's not only students who assume he is an athlete, Mr. Msangi not only from whites but from othsays. "If you're black, faculty er black students on campus," he members assume you're an ath-

lete, so ideas are presented to you

the form itself or the racial data

colleges from its survey. It left

out the 18 historically black uni-

sports, because their informa-

tion would not have provided

much insight and would have

And it excluded the eight uni-

versities that play Division I

potential isn't recognized."

it contains.

skewed the data.

have role models in the black teachers and administrators. "In college all those things are reversed," says Mr. Lapchick, citing NCAA studies showing that many black athletes feel isolated

playing for four years.

Experts on race and others cite

myriad problems that the abun-

dance of black athletes and the rel-

ative dearth of other black students

Northeastern University's Center

for the Study of Sport in Society.

says his studies show that black

athletes perform better academi-

cally and are actively engaged in

extracurricular activities in high

school, where they are likely to be

surrounded by other blacks and

and are more likely than whites to

drop out, without a degree, after

Richard Lapchick, director of

cause for both groups.

There is no support group in the community they can turn to for mentoring and leadership. They become a subculture, separated says, noting that even black college coaches are in short supply as role as if you're stupid. Your academic models.

Many colleges have established

Twenty-two colleges de-

tion to The Chronicle, citing pri-

vacy concerns and other rea-

Some of the colleges said that

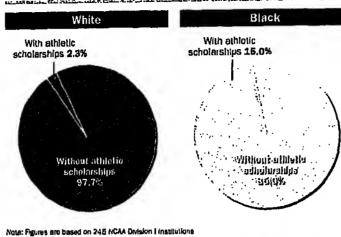
since the NCAA would make

public much of the Information

from the graduation-rates forms

this summer, they preferred to

#### **Proportion of Male Undergraduates** With Athletic Scholarships, 1990-91



many of those programs, while beneficial, "conspicuously move these people out of encounters with the black culture," says Ronald C. Althouse, chairman of the anthropology and sociology department at West Virginia University and co-author of a forthcoming book about racism in sports.

'While African-American students are taking a serious re-examination of African-American and Eurocentric concerns, in many respects the black athlete is disallowed or discouraged from that kind of examination," says Mr.

While Mr. Edwards of Berkeley worries about the black athlete who is thrust into a hostile or unfriendly environment on a white campus, he is more concerned about black non-athletes.

#### 'Integrity' of Process Eroded

He describes inner-city students who strive to take all of the few college-preparatory classes that their schools offer, "struggling to achieve some semblance of a creditable GPA, oftentimes under extremely difficult circumstances, like metal detectors and armed guards outside the schoolyard."

"He or she does all that," he

special tutoring and advising pro- adds, "only to be told that he or grams designed to support the she doesn't qualify for a college black athletes they recruit. But like Berkeley, while the uthlete at that school who took none of the college-prep courses not only gets in but gets scholarship support.

"That crodes the integrity of the academic process, not just at the university but at the high school. It tells them they are not valued, that education is a farce, that the notion

"If athletic scholarships

were dropped, I don't think the money would

be used to bring other minority students

on campus."

is the way to uchieve is a lie." Because black athletes are

heavily represented, and black non-athletes underrepresented, on many campuses, Mr. Edwards says, colleges also may create a highly negative perception about blacks in the minds of white students, and even in other blacks.

that struggling to get an education

"By not recruiting representative numbers of African-American students, while simultaneously increasing the number of African-American athletes who are almost uniformly less qualified than the black students who are turned down, the impression is created that blacks do better in athletics. because they are either disinclined or incompetent to perform academically," Mr. Edwards says.

#### Avenue of 'Upward Mobility'

As a high-school student, Mr. Sailes, the Indiana sociology professor, was recruited to overwhelmingly white Mankato State
University on a tennis scholarship.
He got his decree and services a bout 7 per cent of Wake Forest
student body—and 29 per cent of the services are student body—and 29 per cent of the services are services as the services are student students at the services are students at the services at the services are students at the services at the servic He got his degree and embarked on its athletes-were black. a career in academe. Now, as founder of an advising group for black athletes, he defends big-time college sports as an avenue of "upward mobility" for young blacks.

"The graduation rate of black athletes is higher than for non-athletes," he says. "Sports give you the opportunity if you take advantage of it, and as long as colleges educate the kids they bring in, give them academic support and re-socialize them to realize that things besides sports are important. I have no problem with that,"

Linda Greene, a law professor

students, although they will be! available when the National Colle ginte Athletic Association releases the results of its latest graduation rates survey late next month. ation rates of black athletes and

other students must take into account that athletes on full scholarship are not likely to face the heavy! financial pressure confronting of sities in the Big Ten Conference er black students, many of whom' come from poor families. And not dent-setting gender-equity plan athletes don't get the intensive , and agreed to push for national legtoring that athletes in most big-line. sports programs receive.

and a member of the athletics

board at the University of Wiscon.

sin at Madison, agrees. "Athlelia"

may for some be a vehicle of edis-

cational opportunity," she says

"I'm only troubled if they don't.

graduate, don't pursue a majora;

other students do, and if their life at

the university is consumed by

No solid numbers exist that con-

oure the graduation rates of black.

athletes with those for other black.

#### Better Balance Sought

While sports officials and ev perts on race may disagree about self as a leader in the struggle for colleges' past recruitment policis, sex equity in intercollegiate sports. they generally concur that college! The action also drew concern must better balance their pursuitd from officials in men's athletics black athletes and non-athletes in

of Wake Forest University and it learn budgets and make their tenns member of the NCAA president' less competitive. commission, says observers must. At a meeting of the Big Ten acknowledge "how important ath Council of Presidents and Chuncelletics has been, not only in provide lors, the presidents unanimously ing access but in providing rok ratified a plan that would require models, emblems of success, in African-Americans.'

enormously valuable role in bind ing equal opportunity to a lot of people through uthletics." say Mr. Heurn, who has been an out spoken advocate of tougher sign dards for athletes.

"But what we've got to do move from this limited, tiny aread apportunity to expand opportunit ties to all kinds of young people? be doctors and lawyers and a

#### Hard Work and Money

Wake Forest, Mr. Hearn says. striving to do that. "When I can here, the number of African-Ame ican students was tiny, and the were predominantly athletes. all agreed that this was a very thing, and that we were failing i this responsibility."

In 1990-91, according to Chronicle's survey, 59 of the I black male students at the university

Next year, for the first time in history, says Mr. Hearn, 10 P cent of Wake's freshman class be black.

Hard work and money are " ed for colleges to achieve a be balance, says Mr. Tribble. "My point is, if you can be li

aggressive and have this kind of suit with athletes, achieving a tention rate greater than for the st dent body, why can't you take a same kind of risk generally for she dents, and give them the same kin of financial aid, the support ser ices, the caring and nurturing?

Judge Voids Nevada Law Limiting NCAA Inquiries charges of wrongdoing in the men's busketball program at the Univer-

A federal judge has struck down Nevada law that limits the National Collegiate Athletic Associution's investigative powers, saying the measure restricts interstate commerce and violates the contract between the NCAA and its

By DOUGLAS LEDERMAN

Association officials hope the ruling will break the impasse that sity of Nevada at Las Vegas. Besides overturning the law, the judge lifted a stay that had prevented the NCAA from proceeding with

#### Plan for an Appeal

But luwyers for the defendants in the lawsnit-former UNI.v baskethas hampered their inquiry into ball coaches and sports officials—

least 40 per cent of their athletics

opportunities to women by 1997.

Big Ten athletics departments now

provide 30 per cent of their athlet-

ics opportunities to women. The

conference is the first to set specif-

ic gender requirements as a condi-

letic Association place a cap on the

number of participants in men's

sports in Division 1, particularly

football. The proposal, the details

of which are still to be worked out

by the league, would be made ut

While the NCAA limits the num-

ber of scholarships in each sport--

in Division I-A football, it will be

92 this year-it imposes no limits

on the number of players on a

team. The average Division 1-A

football team had 117 players in

The proposed cap would save

money and help universities meet

their gender goals, said Hunter R.

Rawlings, III. president of the Uni-

lowa hus set its own gender goal:

In April the university approved a

body. Women make up 51 per cent

The Big Ten presidents also dis-

cussed, but did not vote on, placing

a cap on men's teams at 10 per cent

that idea is unlikely to progress

"Rather than piecemeal it out on

best advised to work with the NCAA

The presidents did not offer con-

crete proposals on how each insti-

tution ought to reach its 1997

dents said league members were

likely to add new women's teams,

limit the size of men's teams, and

reduce spending in the men's pro-

gram in areas such as travel and

on such issues," he said.

of all students at lowa today.

Iowa Sets Its Own Goal

versity of lowa.

much further.

recruiting.

next year's NCAA convention.

'We often hurt ourselves be-

#### However, comparisons of grade. Big Ten Chiefs Vote for Sex-Equity Plan and Will Push for Cap on Team Sizes the league's members to provide at

The presidents of the 11 univervoted last week to adopt a preceislation to limit the size of teams in

tion of membershin. Both moves were cheered by women's-rights advocates, who said the Big Ten had positioned itcause we are out in front and too strict," said Steven C. Beering, president of Purdue University and chairman of the league's presidents' council. "But we feel this is programs who fear that gender-eqan issue to take a lead on, and we uity goals and reduced squad sizes will also work to change things at Thomas K. Henrn, Jr., president will squeeze already shrinking the national level." The presidents voted to propose that the National Collegiate Ath-

"College sports have played ! New from SUNY Dress-EFFECTIVE COMMUNICATION FOR ACADEMIC CHAIRS

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Mark Hickson III and Don W. Stacks

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Buy One Get One Free! BLACK RESOURCE GUIDE ISBN 0-9608374-7-7. Gives immediate secets to 4,000 key blacks in the U.S. Send \$50 10; Black Resource Guide, 50 Oneida Place NW; Washington, DC 20011, (202) 291-4373. say they will seek a new restraining order from the U.S. Court of Appeals for the Ninth Circuit.

The ruling by Judge Howard McKibben voided a 1991 law that imposed due-process requirements on the NCAA's investigations of possible violations of its rules.

The law-prompted in part by the long-running legal battle between the NCAA and Jerry Tarkanian, the former Nevada-Las Vegas basketball coach-imposed conditions on NCAA investigations in the state. It required the NCAA to open its hearings to the public, allow accused coaches and colleges to confront their accusers, and provide those being investigated with copies of all documents in the case.

After the law's adoption, four UNLV sports officials who were subjects of the NCAA's investigation wrote the association to demand that it obey the Nevada law. NCAA officials, determining that they could not do so without ignoring their own procedures, which cannot be amended without a vote of its members, sucd the four

"The things we were

asking for are basic

American rights, yet they

are wiped out in an arbitrary manner by

the Gestapo NCAA."

sports officials and several state officials in federal court.

In overturning the Nevada law, Judge McKibben suid that the statute violated the interstate commerce clause of the U.S. Constitution, and that its benefits to Nevadans were "outweighed by the general harm to the uniform enforcement of regulations by the NCAA and its member institutions throughout the country."

The judge also ruled that the law would give institutions in Nevada an unfair advantage over other members of the NCAA by restricting the association's ability to enforce its rules against them.

#### NCAA Officials Are Pleased

NCAA officials said they were pleased by the decision. They said they hoped it would weaken the basis for similar laws in the three other states that have adopted them. and discourage other states from instituting such laws.

The sponsor of the Nevada statbelow the national average in all ute, State Rep. Jim McCaughey sports, According to Mr. Reering, reflecting the opinions of other lawmakers, said Nevada did not plan to back down.

"The things we were asking the conference level, I think we're for-open hearings, the right to confront accusers—are basic American rights, yet they are wiped out in an arbitrary manner by the Gestapo NCAA," said Representative McGaughey, a Republigoal. Mr. Beering and other presi- can and minority floor leader.

In a related matter, a Nevada judge this month ordered UNLY to pay nearly \$196,000 in court costs accumulated by Mr. Tarkanian in his legal dispute with the university and the NCAA.

# AN EVEN **MORE USEFUL EDITION OF EVENTS ACADEME**

You'll want to save this extraordinarily useful compendium of forthcoming meetings, conferences, seminars, and other noteworthy events in higher education. This fall's edition will be more useful than ever. In addition to the comprehensive listings, you'll find articles on how successful meeting planners work (and sometimes stumble); on academic travel in Eastern Europe; and on "how conventions help us celebrate the comings and goings in our lives that give special delight, special pain." Don't miss this pull-out special—in The Chronicle's August 5 issue.

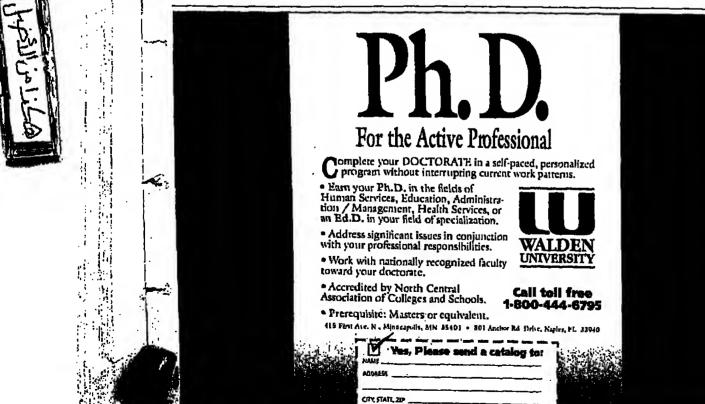
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The Chronicle of Higher Education 1255 Twenty-Third Street, N.W., Washington, D.C. 20037





How the Survey Was Conducted

Of the 296 Division I colleges the three U.S. service acade-

that filled out the National Col- mies, because they do not pro-

legiate Athletic Association's vide athletic scholarships and

Graduation Rates Disclosure hence were not required to fill

Form in academic year 1990-91, out the sections of the gradua-

245 gave The Chronicle either tion-rates form that pertain to

The Chronicle excluded 29 clined to provide the informa-

sons

The American Astronomical

Society has raised \$45,000 in

the former Soviet Union.

personal contributions from its

members to assist colleagues in

The society, which set up the

fund in February, will use \$30,000 of

the total to finance research grants

of \$100 each to 300 astronomers in

the former Soviet republics. The

subscriptions—including air-mail

Officials of the society said their

specifically to help astronomers in all

of the former Soviet republics. It is

generation of young astronomers in

"This is a one-year or two-year

effort," said Stanford E. Woosley, a

intended as a stopgap measure to

balance will be used to pay for

delivery-to eight leading U.S.

effort was the only international

initiative to date developed

prevent the dissolution of a

professor of astronomy and

California at Santa Cruz and chairman of the society's Committee

to Support Astronomy in the

cannot and do not intend to

the former Soviet Union."

Former Soviet Republics. "We

permanently support astronomy in

A similar fund-raising effort to

in the former Soviet Union was

started in April by the American Physical Society. As of last week, it

had raised more than \$31,000 in

Ernest M. Henley, a physics

president, said he expected the fund

donations from its members.

professor at the University of

Washington and the society's

to exceed \$100,000. He said the

Israel's Ben-Gurion

University has received a \$5-

million donation from the man

who headed Czechoslovakla's

secret police in the late 1940's.

Zoltan Toman, who is now 83

between Venezuela and California.

regime that came into power after

World War II. At a meeting of the

university's Board of Governors this

month, at which he was a guest, Mr.

Toman recounted how he decided to

open up Czechoslovakia's borders

to Jewish refugees fleeing Bastern

Europe for freedom in the West and

in Israel. He said that he had resisted

pressure from his own Communist

Party and from the former Soviet

Union to close the country to his

fellow Jows, and that that had led to

his arrest and incarceration in 1948.

Mr. Toman managed to escape

behind bars, and his son-2 years old

businessman. His latest gift brings to

\$9-million his total contributions to

Mr. Toman fled to Venezuela.

where he went on to become a

successful lawyer and wealthy

from prison. His wife, however,

committed stricide while he was

at the time-disappeared.

the university.

was Minister for Security Affairs in

years old and divides his time

the Czechoslovak Communist

Alfred P. Sloan Foundation would

provide up to \$100,000 in matching

provide research grants to physicists

astrophysics at the University of

astronomy journals.

that region.

#### International

# Palestinian Students Return to Bir Zeit U. After 4 Years of 'Underground' Classes



QAZA STRIP

ISRAEL

The offices smell of fresh paint. New pictures of Abu Jihad, the slain military chief of the Palestine Liberation Organization, have been plastered all over the cafeteria. Librarians are dusting off books and updating catalogs. And students are re-adjusting to lecture halls and laboratories after years of "underground" classes in cramped apartments and rented rooms. Bir Zeit University is back.

At the end of April the university—the last Palestinian institution of higher education to remain closed by Israeli military order-was allowed to reopen its new campus, outside Ramallah.

Bir Zeit's two campuses, like those of the five other universities and 17 junior colleges in the West Bank and Gaza Strip. were shut down by the Israeli occupation authorities in January 1988, soon after the start of the Palestinian uprising known as the Intifada.

Like the other institutions, Bir Zeit eventually put together a system of offcampus programs that enabled it to offer classes and even graduate many of its students. But not having access to its administrative, laboratory, library, and other facilitles limited both the extent and quality of its offerings.

#### Considered the Most Problematic

Two years ago Israel's Defense Minister, Moshe Arens, began allowing the Palestinian institutions of higher education to reopen, one by one. Bir Zeit, the most prominent and the one that Israeli authorities had long considered the most problematic, was last on the list.

Actually, as everyone here is quick to point out, the university is only half open. Its original campus in the village of Bir Zeit, home to the schools of commerce and the humanities, remains closed under army orders. The students in those departments are still attending off-campus classes in and around nearby Ramallah.

According to Penny Taylor of the university's public-information office, fewer than half of the currently enrolled 1,800 students are in departments based on the

Even so, Ms. Taylor and other office maintain that the institution will not reto normal until it is allowed to operate by

Old Campus to Reopen October I

reopened campus. But it does house

addition to the science and engineering

leges, the university library and admir

tration building, the unchors of any car

pus, and the reopening of those facility

has lent a sense of normality to univers

its campuses. Israel's military government in the Bank has announced that it will allow

Zeit's old campus to reopen Octobe unless the army decides that the unive is promoting or allowing anti-Israeli

It was just such agitation—mostly dent demonstrations, protests, and political activity—that prompted the tary to close Bir Zeit and other West institutions many times before the fada, and to decide on a wholesale down of Palestinian higher education onset of the uprising.

Officials of the universities co the closures as an illegal form of college punishment that "criminalized tion." But the Israeli authorities ios that the campuses served as focal pol for activity that threatened Israel's cool of the occupied territories.

Just this month An-Najah University Just this month An-Najan Out and labs and drafting equipment."

shill down for seven days by the Israeli authorities, who cited recent disturbances there, An-Najah had been closed for three and a half years before being allowed to reopen last September.

#### Students Are Older

A glance around the cufeteria here—the center of campus social life-shows the effects of the past four years. The typical student is older on the average than in 1987. Some who began their studies before the Palestinian uprising still have a year or two to go to complete their degrees.

"For the last four years I've had to alternate study with work, in order to meet expenses," says Nabil Dabdoub, a 28-year old, third-year biology major. He first enrolled at Bir Zeit in the fall of 1987, the last semester the campus was open, and continued taking courses through the off-campus programs that the university spon-

"During the years of closure we actually studied harder than we had on campus," he says. "But we had no access to the library and had to run around from one place to another to get books. The off-camous labs had only the most basic equipment. Now everyone is taking their studies very seriously. No one wants to miss a

"Really, the thing we want most," he adds, "is just to act normal on campus."

#### Fewer Women Are Enrolled

Fatina Jaouni, a freshman in the school of engineering, says the most important change for her is the student life that is possible only on a campus. "Here we can hold activities and we see one another on campus," she says. "The studies are the same, more or less, except that now we have bigger classrooms and the labs and drafting equipment are right at hand,"

Ms. Jaouni had no explanation for another noticeable change: There are fewer women at Bir Zeit now than before the inifada. According to Ms. Taylor of the public-information office, the number of women enrolled is down by about 30 per cent. In 1987, the male-female ratio was most even. The reason for the change is not clear, says Ms. Taylor, but it might be that, because of the uprising, parents are hesitant to allow their daughters to leave

Since both the university's lack of facililes and the uncertainties of life during the



Fatina Jaouni, a freshman engineering major: "Here we can hold activities and see one another. We have bigger classrooms

Intifada caused a sharp decline in the number of first-year students who enrolled over the past four years, university officials are expecting a huge number of applications for the academic year that begins in October.

Nabil Kussis, a faculty member who currently serves as assistant to the university's acting president, Gabriel Baramki, says the university has not yet decided how many it will admit

"The total student population is unlikely to be larger than the 2,500 or so we enrolled before the Intifada," he explains, "Our facilities are limited, and we want to main-

tain our student-teacher ratio." However, the institution is campaigning

#### "During the years of closure

we actually studied harder than we had on campus. But we had no access to the library and

had to run around from one place to another to get books."

against the military government's attempt to reduce the number of students from the Guza Strip who can enroll at Bir Zeit.

Mr. Kassis says he did not anticipate the need for special remedial work for the students who had studied in inadequate conditions during the closure.

"Standards suffered a bit, but the cutching up has to be done by the students themselves," he says. "Our students are required to pass a comprehensive examination in order to receive their degrees, and we don't intend to make any concessions to lower stundards."

#### Its Worst Financial Crisis

The university is now in the midst of what may be the worst financial crisis in its history. While Bir Zeit has never been willing to disclose information on its budget, its financial base has never been strong. It lacks both an endowment and a government to which it can appeal for support.

The Intifada itself dealt a blow to the university's bank accounts. The West Bank and Gaza Strip sank into a recession caused by frequent business shutdowns, by the increasing problems that residents Continued on Following Page



Nabil Kessis, a physics professor who is now assistant to the president: "Standards" suffered a bit, but the catching up has to be done by the students themselves."

#### To French Scholars, 'le Politiquement Correct' Is a Symptom of America's Social Breakdown

"Political correctness" came to France this month, where it was subjected to two days of analysis and discussion by French and American academics and intellectuals.

Most of the French participants in the colloquium said the emergence of "le pulitiquement correct," as the controversia phenomenon is called here, was the result of an American inability to cope with the breakdown of society in the United States. They also appeared convinced that political correctness was the kind of phenomenon that could happen "only in America." as one put it, and would never surface in France-at least not in as virulent a form.

The seminar at the Sorbonne was organized by New York University's Center for French Civilization and Les Éditions Autrement, a Paris publisher. "This is such a hot issue in the U.S., we thought it would be interesting to see what the French view of it is." said Thomas Bishop. who heads the NYU center.

The consensus among the French at the seminar was that although the famous U.S. melting pot had never really worked. in the past those who had not quite melted had kept their mouths shut. But times have changed, and those who do not fit the "American model" are now desperately seeking an identity.

The resulting "Balkanization" of society can lead to disastrous consequences,

warned Françoise Gaillard, a professor of literature at the University of Paris. "The cure is worse than the disease," she argued, "because political correctness does not favor integration. Instead, it closes people off from each other and makes them less interested in others who are not like

#### Individuals or Communities?

For Daniele Sallenave, a writer and professor of literature at the University of Paris, the question raised by PC—the shorthand quickly adopted by speakers herewas simply this: "Do we want to protect the rights of individuals or those of communities? We cannot have both."

Denis Lacorne, a professor of history at the Institute of Political Studies in Paris, said he was resolutely pro-PC. "The debate over PC is based on fear," he said. "Parents are afraid that they will pay huge amounts of money and have their children get a poor education."

The PC debate has questioned "the canons" of education, but, he argued, educational standards are constantly changing. What is seen as "traditional" and a guarantee of "a quality education" today was decried as "radical" and "unacceptable" in the past, he said. Conservatives don't like post-modernism, said Mr. Lacorne, because it questions the values they would like to perpetuate. "They take small at-Continued on Following Page

#### U. of Zimbabwe Expels Its 10,000 Students After Weeks of Protests Over Tuition Increase

#### By STEVE ASKIN

The University of Zimbabwe has expelled all 10,000 of its students following weeks of protests against a governmentordered tuition increase of 25 per cent.

Students had demanded increased financial aid, but their demonstrations-both on the campus and in downtown Hararealso touched on broader questions involving alleged corruption and mismanagement in the government of Robert Mugabe, Zimbabwe's President.

In a telephone interview, the university's acting vice-chancellor, Gordon Chavanduka, said violence had forced the institution's governing council to take the extreme step of expelling the students. "They have a right to demonstrate, and

we supported them in that right." he said "but when it became violent at the end, that we could not tolerate."

The University Council also indefinitely suspended the student government. Mr. Chavanduka said students would have to apply to be re-admitted.

The expulsions followed a demonstration last month during which some students smashed store windows and overturned cars in downtown Harare after marching to the Ministry of Education.

Up to that point, Mr. Chavanduka had defended the right of students to protest. according to human-rights activists in Harare. Earlier in May, after riot police had used tear gas against students demonstrating on the campus, the vice-chancellor ne-

gotiated an unprecedented agreement is which police gave de fucto recognition to the right of students to peaceful protest.

After the agreement was reached, students-whose past protests almost invariably had been met with police violencestaged several peaceful demonstrations on and off the campus.

#### Attempt to Seal Off Ministry

The demonstrations turned violent May 28, as police intervened to block a student attempt to seal off the Ministry of Education building. Even then, according to an official of Zimbabwe's Catholic Justice and Peace Commission, the police seemed merely to "poke at" students with riot batons, eschewing the use of tear gas and the their past responses to student protests.

Following that clash, however, the police banned all off-campus demonstrations, and squads equipped with riot gear surrounded the campus. Students boycotted classes for several days to press their demand for an increase in financial aid to help them meet the higher costs of attending the university.

Higher Education Minister David Karimanzira announced that the government would ignore the students' demands. "No government worth its sait can tolerate such pressure," he said.

When the protests continued, the university announced the expulsion of all stu-





#### Chile's Students Protest Aid Policies With Boycotts, Building Takeovers

Chile is seeing the first outbreak examined every year. of student unrest since the end of military rule in 1990.

Students on at least 10 campuses have taken over buildings and staged class boycotts to protest financial-aid policies that they say are inadequate and unfair.

The traditionally militant stu- ation. dents of the Metropolitan University of Educational Sciences here are notoriously short. In recent led the way with a takeover of the years, student aid has been paid rector's offices and other campus out of revolving funds at each unifacilities. Negotiations brought an versity, and they are replenished end to the occupation after two only by graduates' repayments. weeks, but classes were still susnended last weck.

A march on the Education Ministry led to the arrest of several protesters, including the president of the University of Chile's student federation, Arturo Barrios.

Protesters also occupied buildings at the Catholic University of Valparaiso, the University of Biobio in Concepción, Frontier Unibudget last year, but when he was tal, and received a scholarship to versity in Temuco, and the University of Playa Ancha. Sympathy protests were held at the Chillán campus of the University of Bloblo and at Arturo Prat University in Iquique.

#### Seeking Radical Changes

Students are demanding radical changes in the system of loans and scholarships that they rely on to ness climbs to levels they feel they dents' need-based loans this year. finance their education. Chilean can never repay. students receive loans, based on

Jordan's decision to withdraw

nomic involvement in the occupied

Even though it was offering pro-

grams at off-campus locations, the

university did not charge tuition

while its bulldings where shut-

tered, at least in part because of the

increasing destitution of students

and their families. Students began

paying again last fall, but tuition

has never provided more than a

small part of the university's oper-

form of both government grants

and contributions from wealthy

Palestinians and other Arabs in

my and the PLO's support of Iraq

"We've had to cancel orders on .

territories.

ating funds.

in general.

cent of their salaries.

Effects of Gulf War

FRASCA need, to cover a proportion of their fees, but their eligibility must be

"With the appeal and re-appeal process, and the shortage of social workers, students end up spending half the year thrashing out their financial-aid situation," says Nina López, executive secretary of the University of Chile Student Feder-

In addition, financial-aid funds With the usual rates of delinquen-

dents protested.

#### Reaction at Teachers' Colleges

Teachers' colleges such as the Metropolitan University and Playa Ancha tend to react first to financial issues, since teachers in Chile are poorly paid. Students pursue their studies as their total indebted-

Students Return to Bir Zeit U. in Occupied West Bank

ly's students.

Last vear's Persian Gulf war longer teaching. One was deported he said.

dealt the university an even more by the Israelis, two resigned in the

those areas, funneled through the Larger Teaching Loads

The war destroyed Iraq's econo- freshmen in the fall, Mr. Salamin

made Kuwait and the other Gulf will be forced to teach introductory

sheikdoms hostile to Palestinians courses. The teaching load that

predicament, the university admin- ment and the difficulties in obtain-

istration has frozen hiring and pur- ing support funds, will make it

from much of its political and eco- the physics department, "We're

Continued From Preceding Page computer printers and advanced he says, "but it's not affecting the

had in finding jobs in Israel, and by equipment for our research labs," way they run their classes. Every-

and we need more faculty for next

tell whether the financial problems

will have an adverse affect" on the

academic progress of the universi-

been especially hard hit by the clo-

sure. He says that 7 of the 15 mem-

bers of the department at the time

course of the Intifada, and another

Anticipating a large influx of

predicts that most faculty members

most of them will carry, combined

As a result of its current financial with the freeze on buying equip-

chasing. Faculty and staff mem- nearly impossible for the depart- tends to "imprison" people in be-

bers now are receiving only 85 per ment to pursue any experimental havior that is based on race or gen-

"The teachers are frustrated,"

much of Bir Zeit's budget came tration. On the other hand, the de- the right or on the left? "Is this the from Iraq and the Gulf states, in the partment now has only 14 students latest idea of a tired-out left looking

had four years ago.

Mr. Salamin's department has

Still, he says, it is 'too early to

says Yousef Sulamin, chairman of one's very enthusiastic."

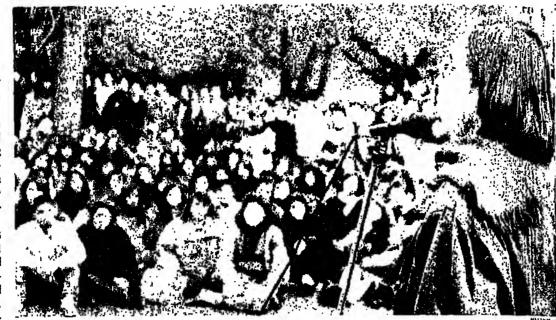
the university was shut down are Continued From Preceding Page

The Israeli military government is on leave. One-Mr. Kassis-is does being politically correct put lenave: "It's an attempt at moral-

majoring in physics, half of what it for a breath of fresh air, or is it a

in the West Bank contends that on loan to the university's adminis- you on the political spectrum—on ization of the language."

no longer at Bir Zeit, or are no tacks for a veritable coup d'état,"



cy, the funds shrink and must be Arturo Barrios, president of the University of Chile Student Federation, speaking supplemented by special authoriate at a campus rally. He was among those arrested in a march on the Education Ministry.

In 1991, the government contrib- at the Metropolitan University, tion Minister Ricardo Lagos said uted to the loan pools at some uni- physics student Rodrigo Angulo, versities. Aleiandro Ormeño, the said he had paid about half his rector at the Metropolitan Univer- 292,000-peso annual fees-about sity, allocated additional funds \$840-out of his own funds, got u from elsewhere in the institution's loan for another quarter of the tounable to do so again this year, stu- cover the rest. His total debt after five years, when he will qualify for a teaching job, will be more than \$1,000, and his starting salary as a teacher will be less than \$200 a

Some students have said that the Metropolitan University needs an additional 521 million pesos, or about \$15-million, just to cover stu-

Government officials have react-One participant in the takeover ed angrily to the protests. Educa-

One problem many French have

with the whole issue is, Where

Satan' now that Communism is

Political correctness "claims to

Bruckner, a writer and lecturer in

politics at the Institute of Political

Studies. "But from what I read

about it in the press, it sounds more

According to Mr. Bruckner, rc

dead?" Ms. Gaillard asked.

treme right in France,"

his door was "always open" to discuss problems, but that he would refuse to meet with student leaders who used force. Mr. Lagos was scheduled to meet with the Council of Rectors last week to discuss the unrest and try to involve the university officials in "a constructive

process," a ministry official said.

The most likely outcome will be quicker attention to a series of proposals made by a special government-appointed committee in 1990. Among other things, that panel recommended that graduates be required to make loan payments only if they carned more than 80,000 pesos a month, or about \$228, and that such payments not exceed 5 ner cent of their monthly salary. Those curning less would be excused from payment until their earnings reached that level.

#### 'Don't-Pay Culture'

"There developed a certain Mr. Kussis insists that "the fi-'don't-pay culture' during the last not allowed to hire, but we need an nancial problems should not be government, which lingers on," electrical technician very badly. blown out of proportion-they're said José Joaquín Brunner, chairno different from those suffered by man of the committee.

other universities." Yet the uni-Since the end of military rule in versity's lack of any independent 1990, government support for highfinancial base means that it must er education has risen some 30 per quickly find alternative sources of cent in real terms. income. So far, it has not managed

University's rector, blamed of the well-to-do."

Philippe Roger, director of re-

Scientific Research in Paris,

agreed that PC was a quest for mor-

als. But he expressed fears about emanate from the left," said Pascal efforts to enforce political correct- ent points of view." American

ness with devices such as speech

codes: "You could have regula-

tions dealing with the use of nu-

Ms. Galllard said that the PC ex-

perience in the United States was

ances or even intonation."

actionary romanticism" that flour- what results from a disastrous so- terwards.

gadget of the right's to create a new search at the National Center for

ished in Germany in the last centu- citil policy and breakdown is

titude shared by many of the the resulting social ills of the

French participants. Said Ms. Sale ed States was to practice while

being taken seriously in France. America it's very important

ry. "I fear that PC is the return to a mocracy." Ms. Gaillard said

kind of orthodoxy," he said, an at- best way to avoid the mislaker

"Communists" for the distubances on his campus.

Student leaders and observe. here, who acknowledge that lefts students have led the agitation! quickly add that the grievances is. real and receive broad sympaths.

#### 'A Degree of Complicity'

Despite their public criticisms the protests, the rectors are note, tirely unhappy with the disturb ances, according to some obser-

"I think there is a degree of coo plicity on their part, insofar as be know the troubles will shake lost more money for their campuses. said a government official va asked that he not be identified?

For that matter, the Education Ministry itself may have a simil view of the unrest, as it fights if more money from the powerful nance Ministry.

"We'te all affected by the creasing difficulty of paying college," said Ms. Lopez of Student Federation at the Unit sity of Chile.

"This university used to be great opportunity for lowermiddle-class kids," she ad "Now you see that the stuck Mr. Ormeño, the Metropolitan body is more and more compa

called "universalism"—the

gration of different cultures

policies and education.

the system through efficient so

Mr. Bruckner said he was

worried about PC's become

phenomenon in Europe, when

ture "is tolerant and has always

couraged the discussion of di

ture, in contrast, is in bad he

#### French See 'le Politiquement Correct' as Symptom of U.S. Decli

Yet another resignation at Yale University: Michael E. Management, is leaving to become executive vicepresident for marketing at Northwest Airlines. Considerable dissension greeted President Benno C in October 1988, as students feared possible curricular changes. Mr. Levine did reorganize the school considerably. Mr. Levine, a former president and chief

he said. "In the U.S. there is the ly ignorance," he said. "The versities are islands of educati and culture in a sea of ignorate Said Mr. Roger: "The reason away because of protesters (Name Dropping, May 27). But she sat in the front row—and received an ovation— "It represents more than a warn- 10 books freshmen will have when he spoke at the University of Denver's ing," she said. "It's not PC itself read is because everybody der. He likened it to a type of "re- that is a threat, but it shows us they'll never read another book

# Mande Orogodic

SMANY other institutions have done recently. Amichigan State University looked to its emeritus ranks for an interim president after John DiBlaggio announced in May that he would be leaving to become president of Tufts University.

Gordon Guyar, professor emeritus of entomology who retired this spring as vice-president for governmental affairs, was named to the post by the university's Board of Trustees.

Mr. Guyer, on the faculty since 1954, earned all three of his degrees at Michigan State. (He also served as director of the state's Department of Natural Resources from 1986-88 during Gov. James Blanchard's administration.)

Rumors are circulating that members of the Board of Trustees have said they won't appoint a permanent president until after the November election. Reportedly, some Democrats on the board would like to appoint former Governor Blanchard to the post, Mr. Blanchard, a Democrat, is an alumnus of the university.

While denying any political motive, Gov. John Engler, the state's current Governor, a Republican, and also an alumnus of MSU, asked Dean Pridgeon, chairman of the board and a Republican, to drop his retirement plans and seek re-election in November.

An unusual number of academics are among the 33 new MacArthur Fellows announced this week (see complete list in this week's Scholarship section). The 19 fellows with university affiliations include two historians with special interests in the 19th-century American South: Barbara Fields, author of Slavery and Freedom on the Middle Ground, and Suzanne Lebsock, whose Free Women of Petersburg examines women's status in a Virginia city in the 19th century.

Other academic fellows include John Holland, a computer scientist at the University of Michigan who created the genetic algorithm, a general computational formula used in problem solving; Evelyn Fox Keller, u mathematical biologist who is professor of women's studies and rhetoric at the University of Culifornia at Berkeley; and Uri Treisman, now a professor of mathematics at the University of Texas at Austin, who this summer is conducting a National Science Foundation workshop at the University of California at Berkeley for disadvantaged high-school students.

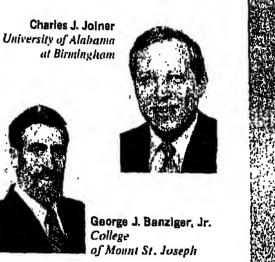
Fellow Robert H. McCabe, president of Miami-Dade Community College, was cited for "establishing that community colleges can maintain . . . open access for all students without compromising academic excellence."

Levine, dean of the university's School of Organization and schmidt, Jr.'s, appointment of Mr. Levine to the deanship executive officer of New York Air, said his departure was in the works well before Mr. Schmidt's resignation.

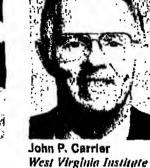
When her husband. Ted Turner, delivered the commencement address at the Citadel, Jane Fonda stayed commencement this month.

# Gazette

APPOINTMENTS, RESIGNATIONS, & DEATHS







of Technology

**David Richardson** 

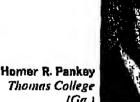
College

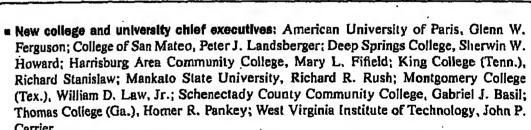
Salt Lake Community



J. Thomas isherwood Northern Kentucky University







• Other new chief executives: American Antiquarian Society, Ellen S. Dunlap; National Environmental Education and Training Foundation, Barbara Marsilius Link.

#### Appointments, Resignations

Richard Guarasci

Hobart College

Roy Austensen, dean of undergraduale studies and associate vice-president at illinois State U., to provost at Valparai-

George J. Banziger, Jr., assistant pro-vost and dean of continuing education at Marietta College, to academic dean at College of Mount St. Joseph.

Gapriel J. Basil, vice-president and dean of academic affairs at Scheneclady County Community College, to presi-

G. Kemble Bennett, associate dean of engineering at Texas A&M U:, to director of the Texas Engineering Extension Service and associate deputy chancelle for engineering of Texas A&M U. Sys-

John Bettyon, former campus minister at North Carolina Wesleyan College, to campus minister at U. of North Florida. George E. Blies, professor of mattage-

ment at American U., to dean of the nool of management at Robert Morris

John W. Boyer, professor of history at U. of Chicago, to dean of the college, effective in September. D'Ann Campbell, associate professor of history at Indiana U., to dean of the college of arts and sciences at Austin Pegy

Michael A. Cappeto, dean of students at Harvey Mudd College, to dean of the college at Colgate U. Continued on Following Page







David D. Chang, professor of electrical and computer engineering at U. of Colo-rado, to dean of the College of Engineering and Applied Sciences at Arizona

Jerry L. Cohen, professor of psychology at U. of Rhode Island, also to associate dean of the college of arts and sciences. Sharri N. Coa-Parkins, vice-president or student affairs at Chicago State U., to vice-president for student affairs at

Marquette U. Paul B. Cook, executive vice-president for administration and technology at Western Kentucky U., has announced his retirement, effective June 30.

David W. Eltland, consultant in Portland. Ore., to director of development a

Blenn W. Ferguson, former U.S. Ambassador to Kenya and former president of U. of Connecticut, to president of American U. of Paris.

Carlos M. Ferrario, chairman of brain and vascular research at Cleveland Clinc Foundation, to professor of surgical research, professor of physiology and charmacology, and director of the Cen-ter for Research on Hypertension at Wake Forest U.

Mary L. Fifield, vice-president for academic affairs at Mott Community College, to president of Harrisburg Area

Graciela G. Figueroa, director of com-munity and school relations at Glendale Community College, to associate vice-chancellor for public information and community relations at Houston Community College System.

Kenneth Frazier, acting director of the General Library System at U. of Wisconstnut Madison, to director

Loren Friesen, vice-president for advancement at Tabor College, also to chief executive officer of Tabor Founda

Peter Garcia, physician in California, to director of the health center at U. of Wisconsin at Mllwaukee. Michael Grace, chair of music at Colo-

Tado College, to acting president. Richard Quarasol, associate dean for university programs and professor of government at St. Lawrence U., to deat f Hobart College of Hobart and William

Kethryn M. Hall, assistant director of affirmative action at Cleveland State U., to director of affirmative action and diversity at Cuyahoga Community Col-

H. William Heller, dean of the college of education and allied professions at U. of North Carolina at Charlotte, to dean and executive officer of U. of South Florida at St. Petersburg.

Richard C. Hemberger, vice-president for finance and treasurer at Beaver Colfairs and treasurer at Roanoke College. Mary J. Hitt. special assistant to the

president at West Virginia U., to executive officer for social justice. Lynn K. Hogan, director of corporation ington, to vice-president for develop-ment at Whitman College.

Sherwin W. Howard, dean of the college of arts and humanities at Weber State U., to president of Deep Springs Col-

versity of Michigan, Ann Arbor, Mich. 48109-1259; (313) 784-9492, fax (313) J. Thomas Isharwood, interim dean of the college of professional studies at Northern Kentucky U., to dean. 24-26: Student personnel. "Campus Charles L. Joiner, senior associate dean of the school of health-related profes-Cultures: Creating Community," insti-tute on student affairs, University of Northern Colorado, Greeley, Colo lons at U. of Alabama at Birmingham. Contact: Summer School, Frasier Hall, University of Northern Colorado, Gree-

Melvin W. Jones, former vice-president for business and fiscal affairs at Howard U., to vice-president for financial affairs

Patrick M. Joyce, vice-president for university advancement at U. of Dayton, to vice-president for university rela-tions at Duquesne U.

Sandra K. Kidd, director of development services at Emory U., to vice-pres ident for development at Perrum Col-

John Kuchinakas, dean of student life at Saint Mary-of-the-Woods College, to

Ron Kuchi, former associate vicepresident for development at Trinity Western U. (British Columbia), to vice resident for advancement at Tabor Col-

Peter J. Landsberger, dean of the busiss and computer-systems division at . DeAnza College, to president of College eAnza College, to president of College
Sap Mateo.

William D. Law, Jr., former president of
Sap Programs, workshop, Council for Advancement and Support of Education,
San Prancisco. Contact: (202) 328-5900.

Lincoln Land College, to president of Michael E. Levine, dean of the School of Organization and Management at

Jacques Levy, theater director, to director of the university theater at Col-

Koff Lomotey, associate professor of education at State U. of New York at Buffalo, to chairman of administrative and foundational services in the college of education at Louisiana State U.

Glenn L. Lygrisse, director of under-graduate admissions at Wichita State U., to vice-president for enrollment management at Tabor College.

academic affairs in the college of arts und sciences at Bowling Green State U.,

Donald J. Marsh, former professor and chairman of physiology and biophysics at U. of Southern California, to dean of medicine and biological sciences at

Jon W. Mayer, chair of visual arts at U. of Dayton, to chair of art at U. of Arizo-

Gordon E. Michalson, Jr., professor and chairman of religion at Oberlin College, to dean and warden and professor of humanities at the New College campus of

Homer R. Pankey, vice-president for development and external relations at California U. of Pennsylvania, to president of Thomas College (Ga.).

Danny Parker, chairman of social sciences at Truett-McConnell College, to associate dean for instruction and as-Raiph L. Pearson, vice-president fo

mic affairs and academic dean at Otterbein College, to vice-president for academic affairs at U. of St. Thomas. Stephen S. Prokopoff, director of the art museum at U. of Illinola at Urbana-Champaign, to director of the museum

James C. Ramsey, executive director

A symbol (=) marks items that have

not appeared in previous issues of

22-26: Multiculturalism. "Educating Citizens for 21st-Century America:

engths from Diversity," insti

University of Findlay, Findlay, Ohlo. Contact: Jean Nye, Director, Interna-

ilonal Center for Language and Resource Development, (419) 424-4678.

23-26: Administration. "Chairing the

Academic Department: for Deans, DI

tion, Radisson Park Terrace Hotel,

sion, and Department Chairpersons," workshop, American Council on Educa-

hington, Contact: Department

23-27: Student personnel. "The Estem-Effectiveness Equation: Maximiz

University of Michigan, Breckenridge, Colo. Contact: BRIC/CAPS Clearing-

house, 2108 School of Education, Uni-

24-28: Multicultural Issues. "Summer

College and other sponsors, Rosnoke, Va. Contact: Rebekah Woodie, (703) 362-6380 or Joyce Suber. (404) 605-8840.

25: Adult students, "Understanding and Working With Adult Learners," seminar, Fielding Institute, Santa Bar-

25: Education. "Winning in the Global conomy: the High-Performance

Edge, conference, Career College Association (formerly Association of Independent Colleges and Schools and the

pendent Colleges and Schools and the National Association of Trade and Tech-nical Schools), Washington Court Hotel, Washington, Contact: Sandra Smith, (202) 336-6750,

25-26: Student recruitment. "Design-

ing Effective Admissions-Volunteer

bara, Cal. Contact: (805) 687-1099.

Leadership Program, (202) 939-9415.

**Coming Events** 

of the Office of Financial Management and Economic Analysis of State of Kentucky, to vice-president for administration and technology at Western Ken-

Carmen C. Reagan, associate professor of marketing at Austin Peny State U., to dean of the college of business. David Richardson, former provost and campus dean of the Moreno Valley cam-

pus of Riverside Community College District, to dean of the school of humanities and sciences at Salt Lake Commu-Richard P. Rush, executive vice-presi-

dent and professor of English literature at California State U. at San Marcos, to president of Mankato State U. Thomas M. Schutte, president of Rhode Island School of Design, hus re-

James Shaw, government-documents librarian at California State U. at Fullerton. to social-science reference librurian at U. of Nebraska at Omaha.

Kenneth H. Smits, associate vice-president for business and finance at Murquette U., to vice-president for administrative affairs. Carl F. Singer, vice-president for busi-

ness and finance at Marquette U., has Michael I. Sovern, president of Colum-

bia U., has announced his resignation. effective June 30, 1993. Richard Stanislaw, vice-president for academic affairs at Taylor U., to presi-

dent of King College (Tenn.). W. Craig Turner, professor and chair-man of English at Mississippi College, to vice-president for academic affuirs at

David L. Wagner, vice-president and tressurer of C. W. Benedum Foundation, to chief investment officer and nesociate vice-president for investments at Northwestern U. James E. Ward, professor of muthemnt

ics at Bowdoln College, to dean of the Karen West, assistant to the president for college affairs at State U. of New York College at Fredonia, to director of corporate and foundation relations.

25-28: History. "Human Rights and

the Quincentenary: Contributions of Do-minican Scholars and Missionaries,"

conference, Rosary College, River For-

est, III. Confact: Quincentenary Conference, Rosary Collage, 7900 West Division Street, River Forest, III. 60305; (708) 524-6818, fax (708) 366-5360.

25-30: Literature, "Historicisms und

Cultural Critique," seminar, Pennsylva-nia State University, State College, Pa. Contact: Wendell Harris, Department of

English, Pennsylvania State University. University Park, Pn. 16802.

25-July 2: Libraries. "Your Right to

Know: Librarians Make It Happen," an-

tion. Moscone Convention Center, San

Francisco, Contact; ALA, 50 East Huron Street, Chicago 60611.

3 M T W T 7 8

1 2 3 4 5 6

7 8 9 10 11 12 13

14 15 16 17 18 19 20

21 22 23 24 25 28 27

agement: Executive Seminar." QSys-

tems inc., Dalias. Contact: QSystems,

100 South Sunrise Way, Suite 350, Palm

Springs, Cal. 92262; (619) 778-8704, 26: Personnel, "Custodial Staffing and Standards: How to Create an Efficient

and Cost-Effective Team." seminar, Clemson University, Greenville Hilton Hotel, Greenville, S.C. Contact: Kay

26-27: Students. 'Attitudes, Expecia-

tions, Behaviors: Faculty Impact on Minorily-Student Performance, "seminar, Fleiding Institute, Santa Barbara, Cal. Contact: (805) 687-1099, fax (805) 963-

26-28: Child care. Annual conference,

International Nanny Association, Bahia Resort Hotel, San Diego. Contact: INA. P.O. Box 26527, Austin, Tex. 78755;

mt. "Total Quality Mai

1992: June

28 29 30

Barnett. (803) 656-2200.

(512) 454-6462.

nual meeting. American Library Associ-

ance and administration at U. of Texas at El Puso, has announced his resigna-

. effective August 31. Roger Wyse, professor of agriculture at Ruigers U., to dean of the college of ag-ricultural and life sciences at U. of Wisspeare Library.

#### IN THE ASSOCIATIONS

John A. Curry, president of Northeus ern U., has been elected chairman of Association of Independent Colleges and Universities in Massachusetts.

consinut Madisun.

Ellen S. Dunlap, director of Rosenbach Museum and Library (Philmlelphia), to president of American Antiquadan Society, effective in October.

Richard E. Mandavillo, president of New Hampshire Technical College at Monchester, to director of the Commis sion on Vocational, Technical, Career Institutions of New England Association Schools and Colleges.

#### MISCELLANY

Barbara Holt, former executive director of Citizens Schools Committee (Chi cago), to program officer at John D. and erine T. MacArthur Foundation.

Barbara Marsillus Unk, former director of Texas Environmental Center (Houston), to president of National Environmental Education and Training Founda-

Rina Pennacohla, special assistant to the president for human resources at Sa-clid and Scientific Systems Inc. (Wash-Ington), to manager of personnel services at Howard Hughes Medical Insti-Randy H. Silverman, preservation

brarian at Brigham Young U., to class preservation officer at Huntington Li-R. Stephen Wheatly, lawyer in Thousund Onks, Col., to associate director of California Lutherun Educational Foun-

Robert E. Young, dean and professor of education at U. of Wisconsin Center-Fox Valley, to program associate at

28-28: Higher aducation. "Neylan

inference: Cutholic Colleges -- Build-

ing Partnerships for a New Patture." As

sociation of Carbolic Colleges and Uni-

versities and other sponsors, Briar Cliff College, Sioux City, Jawa, Contact: President's Office, Briar Cliff College, Sioux City, Jawa 51 [04: (712) 279-540).

28-28: Quaker history. Hienmuh meet

ng, Conference of Quaker Historians

und Archivists, Wilmington College, Wilmington, Ohlo. Contact: H. Larry

Ingle, Department of History, Universi-

26-July 1: Medical technology. Annual

meeting, American Society for Medical Technology, Boston, Contact: ASMT, 2021 L Street, N.W., Suite 400, Wash-

Ington 20036; (202) 785-3311.

28-July 24: Teaching. "Goddard Institute on Teaching and Learning." Goddard College, Plainfield, Vt. Contact: (802) 454-8311.

26-July 27: Developmental education.

"Kellogg Institute for the Training and

Certification of Developmental Educa-

Boone, N.C. Contact: Elaini Bingham or Margaret Mock, National Center for Developmental Education, Appulachiun State University, Boone, N.C. 28608: (704) 262-3057.

28-29: Recruitment. "Recruitment

and Retention of a Diverse Student and

Employee Population," seminar, Fielding Institute, Santa Barbara, Cal. Con-

act: (805) 687-1099, fax (805) 963-8290

28-30: Faculty development, "Teachers as Learners-Model Paradigms for

Faculty Development," conference, Community College of Aurora, Westin Hotel, Vail, Colo, Contact: Karen

Hewett, Faculty Development Program. Community College of Aurora, 16000

28-30: Social sciences. "National Is

CentreTech Parkway, Aurora, Colo,

sues Forums Institute for Teachers."

National Council for the Social Studies and Kettering Poundation, Williams

burg, Va. Contact: Dawn Marie Warfie, (202) 966-7840, fax (202) 966-2061.

28-July 1: Education. "School/College Collaboration," national confer-

ence, American Association for Higher Education, Sheraton Harbor Island He-

tel, San Diego. Contact: Nevin Brown or Kristy Bonanno, AAHE, Suite 600, One

tors," Appalachian State University,

of Tennessee, Chaltanongu, Tenn.

Georgianna Ziegier, curator of specie collections in the Furness Shakespear Librarry at U. of l'ennsylvania, to hed reference librarian at l'olger Shakespear Library. (602) 523-9195.

#### Deaths

Robert Booth, 75, former directord the literary-science program at Wayer State 11., May 15 in Detroit. Rienrdo A. Caminos, 76, former di min of Egyptology at Brown U., Maj

Gerhard Closs, 64, chairman of chartry at U. of Chiengo, May 24 in Pales Donald R. Glancy, 65, professoressitus of theuter at Ohio State U., May N

John C. Griffiths, 80. professoremi this of geosciences at Pennsylvania Stu
U., June 2 in State College, Pa. Walter Grossman, 73, professorem tus of library science at U. of Massabsetts at Boston, May 29 in Conway,

e 4: Philosophy. Conference, Scottish Association for Classical Philosophy. University of Edinburgh, Edinburgh. The Rev. James H. Lambert, 78, fore professor of canon law and sacred of ture at Murist College and Seming. Contact: Dory Scialsas, David Hume Tower, University of Edinburgh, Edin-burgh EH891X. June 1 in Brighton, Mass. Albert Lepawaky, 84, professoren

Dupant Circle, Washington 20036(2

Circle, Washington 20036; (202) 835 8350), fax (202) 296-8379.

Betsy Metzger, Assistant Director.

HERS. University of Denver, Colors Women's College Campus, Deaver 80220; (303) 871-6866.

# 4-7: Literature. International confer tus of political science at U. of Called ence on the short story in English, University of Northern Iowa and University nin at Berkeley, June 2 in Berkeley, fr of lows, Cedar Falls and Iowa City Max Lemer, 89, writer, Journalis, for mer climit man of the Graduate School Arts and Sciences at Brandels U. at Contact: (319) 273-2761 or (319) 335former member of the faculty at Smi

5-31: Management. "Institute for Ed-Lawrence College, June 5 in New You ucational Management," Harvard Uni-June Louin-Tapp, 62. distinguishere tring prodessor at U. of Osnabruk (6a) versity, Cambridge, Mass. Contact: SanAntonio, IEL. 339 Gutnum Library, Harvard Graduate School of Edu mmny) and professor of child development at 11. of Minnesota, June 4166e cation, Cambridge, Muss. 02138; (617) 495-2655, fax (617) 496-8051.

Canada Day (Canada)

Public Voice in the New Europe," inter-national conference, Luxembourg Min-

istry of Culture, Clark University, and

3-8: Education. Annual convention. National Education Association, Wash-

ington Convention Center, Washington.

Contact: NEA. 1201 16th Street, N.W.

Independence Day

Washington 20036; (202) 822-7750.

magne, (508) 793-7358.

other sponsors, Bibliothèque Nationale, Luxembourg, Conlact; Rachel Josse Ful-

Roginald Malcolmeon, 79, professe } 8-7: Aging, Institute on psychology of aging, National Science Foundution und College of St. Scholastica, Duluth, dean of the College of Architecture Minn. Contact: Chandra M. Melirutra. Urban Planning at U. of Michigan.lar Lin Ann Arbar, Mich. Director, MSF Institute, College of St. Scholastica, Duluth, Minn, 55811. The Rev. Thomas A. McGrath, 13, po fessor enteritus of psychology at Fus-field U., May 31 in Westport, Com. 1

# 8-7: Learning, "Workshop on Col-laborative Learning," Pennsylvania State University, University Purk, Pa. Contact: Kathy Karchner, Pennsylvinin State University, 416 Keller Conference Center, University Park, Pa. 16802-1304; (814) 863-3551, fax (814) 865-3749.

\* 6-9: Humar. Conference, Interna-tional Society for Humor Studies, Paris Contact: Alleen Pace Nilsen, Assistant Dupont Circle, Wushington 2000x(X Connact: Alicen Pace Nilsen, Assistant Yice-President for Academic Personnel, Arizona State University, Tempe, Arizona City, Nathana Association of City 965-1608.

10 Page 1 Page 2 Page

mini University Atturneys, Chicago. 795-1608.
Constact: Nacua, Suite 620, One Dope Basting. "Improving University Teaching," International conference, University of Maryland and other spon-28—July 1: Women milgious: "Wost formulation and other sponsors, University of the Witwatersromi, Johannesburg, Contact: Improving University af Murymount College, Turn Network, Murymount College, Turn N. Y. Contact: Karen Keneth thum, N. Y. Contact: Karen Keneth Taylor, M. Y. Cont

213) 471-9500.

28-July 2: Environment. "Facisaria" 8-10: Food services. National con-

28—July 2: Environment. "Facts and Sale of Conservation Biology," set of Conservation Biology, "set of Conservation Biology," set of Conservation Biology, "set of Conservation Biology, Blacksburg, Va. Servation Biology, Va. S

Four Clematis Koau, Johnson Manney Contact; Henry Gore, Depart02173; (617) 494-9498.

28-July 24: Administration, Sumering Mathematics, Morchouse Colinstitute for women in higher-educations for Windows, "Workshop, Interactive
administration, Higher Educations for Windows," workshop, Interactive
source Services-Mid-Americs, Bart Mathematics Text Project, University of
Michigan Dandway Parks (1998) schigan, Dearborn, Mich. Contact:
larget Hoft, Department of Mathematth, University of Michigan, Dearborn,
dich, 48128; (313) 593-5175.

8-18: Teaching. Conference on urban Education, institute for Urban and Mipority Education and Teachers College of Columbia Linearing Manager of Columbia University, New York.
Contact: Francisco Rivera-Batiz, Director, Institute for Urban and Minority
University, New York 10027; (212) 678-

Seminar for New England Folklik.
Seminar for New England Folklik.
Seminar for New England Folklik.
Wonders of the Invisible Word. (8)
1900. Boston University and old 1900. Boston University and old 1900. Good School. Republished School. Seminar for New England Seminar for New England School. Seminar for New England S 8-17: Aging, Institute on psychology cord, Mass. 01742; (308) 30.
28 July 3: Computers. "Mallements ica" Across the Curriculum: Development of Across the Curriculum: Development of Across the Curriculum: of aging, National Science Foundation aid College of St. Scholastica, Duluth, Minn. Contact: Chandra M. Mehrotra, Director, National Science Foundation with Science Foundation with 5811.

Courseware, "workshop, Vandt University, Nashville, Contact: ematica" Workshops, Box 1517. B. Vanderbilt University, Nashvi 8-24: Management. 'College-Man-37235; (615) 322-2951. 29-July 10; Minorities. "The Piot

agement Program," Carnegie Mellon University, Pittsburgh, Contact: Debo-rah G. Corsini, Director of Executive Education, School of Urban and Public Affairs, Curnegie Mellon University, Pittsburgh 152 13-3890; (412) 268-6082, fax (412) 268-7036

■ 6-24: Oral history. Short course in oral history, Wayne State University, Detroit, Contact: Kathleen Schmeling, Wulter P. Reuther Library, Wayne State University, Detroit 48202; (313) 577-

6-24: Philosophy. "Seminar on Indian Logic and Epistemology." Society for Indian Philosophy and Religion, Calcuta, India. Contact: C. Chakrabarti, Campus Box 2336, Elon College, Elon College, N.C. 27244. 7-8: Personnel, "Pre-Professional

Teacher Interview Seminar," SRt Gallup, Lincoln, Neb. Contact: Cheryl T. Benner, SRt Gallup, 301 South 68th Street, Lincoln, Neb. 68510; (800) 288-8592 or (402) 489-9000. ■ 7-11: Solence education. "Revitaliz

ing the Engineering, Mathematics, and Science Curricula via Symbolic Algebra," workshop, National Science Foundation and Rose-Hulman Instiof Technology, Terre Haute, Ind. Contact: Mark A. Yoder, Rose-Hulman Institute of Technology, 5500 Wabash Avenue, Terre Haute, Ind. 47803; fax (812)

1992			July		1992	
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7-12: Leadership. "Advanced Leader-ship Seminur," Association of College Unions-International, University of Ju dalsni, Los Angeles, Contact: Morshis Hernian-Betzen, Acut, 400 East Seventh Street, Bloomligton, Ind. 47405; (812) 332-8017.

7-August 14: Humanities. "Inventing the New World: Texts, Contexts, Approaches," institute, National Endowof Michigan, Ann Ashor, Mich. Contact Steven Mullaney, c/o II. Kuren Chirk, Depurtment of English, University of Michigan, Ann Arbor, Mich. 48109.

8-11: Rhetoric and composition. Can-ference on ricetoric and composition. Pennsylvania State University, State Chillege, Pa. Contact: Davida Churney. Department of English, Pennsylvonia State University, University Park, Pa.

8-23: College unions. "Professional Development Seminar," Association of University, Bloomington, Ind. Contact: Marshi Herman-Betzen, Acut, 400 East Seventh Street, Bloomington, and. 47405; (812) 332-8017.

9-12: Administration, Summer confer ence, College and University Adminis-trators Council, Ruttger's Bay Lake Lodge and Conference Center, Brainerd, Minn. Contact: Carol Brink or Robert Waxlax, Department of Physica Education, Recreation, and Sport Science, St. Cloud State University, 720 Fourth Avenue South, St. Cloud, Minn.

10: Disabilities. "Implementing the Americans With Disabilities Act," satellite seminar, California State University ut Long Beach and California Associa-tion of Rehabilitation Professionals. Contact: Video Program Developme University Extension Services, Californla State University, 1250 Beliflower llevard, Long Beach, Cul. 90840-

10: Management. "Total Quality Management: Executive Seminar," QSystems Inc., Philadelphia. Contact: QSystems, 100 South Sunrise Way, Suite 350, Palm Springs, Cal. 92262; (619) 778-

10-11: Assessment. "Classroom Research and Classroom Assessment: Lessons From Success and Promising New Directions," conference, University of California at Berkeley and Boston College, Berkeley, Cal. Contact: Faye Bish Education Department, University of California Berkeley Extension, 2223
Fulton Street, Berkeley, Cal. 94720; (510) 642-1171, fax (510) 643-8683.

10-11: Institutional advancement.
"Forum for Minority Institutional Ad vancement Officers," Council for Advancement and Support of Education, Atlanta, Contact: Case, Suite 400, 11 Dupont Circle, Washington 20036; (202)

10-12: Philosophy. Conference, Australasian Association for Logic, Australian National University, Conberra, Australia. Contact: John Slaney, CSIR Australian National University, P.O. Box 4, Canberra 2601, Australia. 12-13: Higher education, "A Gen-dered Culture: Education Management in the 90's," conference, Victoria University of Technology, Victoria, Austra-lia. Contact: Madeleine Fogarty, Victoria University of Technology, McKechnie Street, St. Albans 3021 Victoria, Australia; (03) 365-2346, fax

(03) 365-2242. ■ 12-14: Personnel, "Employment Law for Human-Resource Professionals in Higher Education," seminar, Em-ployment Partnership, St. Louis, Contact: Employment Partnership, 5615 Pershing Avenue, Suite 29, St. Louis 63112; (314) 361-8007.

12-15: Fund raising. "The Fund Raising School: Leadership Development for Fund Raising." Indiana University, San Francisco. Contact: Center on Philanthropy, Indiana University, Suite 301, 550 West North Street, Indianapolis

46202-3162; (317) 274-7063. 12-15: Institutional advancement, Annual assembly, Council for Advancement and Support of Education, Atlanin. Conlact: CASE, 11 Dupont Circle, Washington 20036; (202) 328-5900.

12-15: Mall. "Professional Mail Serv ice Management," workshop, United States Postal Service and Utah State University, Salt Lake City and Logan, Utah. Contact: Monica Boulay, (703)

12-18: Faculty. Annual conference, Association of Faculty Clubs Interna-tional. Brown University, Providence, R.1. Contact: Albert E. Poirier, Jr., Brown Faculty Club, Brown University One Magee Street, P.O. Box 1870, Providence, R.I. 02912; (401) 863-3023, fax

12-17: Drug abuse. "Summer School of Alcohol and Drug Studies," Rutgers University, New Brunswick, N.J. Contact: Rutgers University, Center of Al-cohol Studies, Smithers Hall, Piscatawily. N.J. 08855-0969; (908) 932-4317. 12-17: Fund raising. "The Fund Rais-

ing School: Principles, Techniques of Fund Raising," Indiana University, Boston and San Francisco. Contact: Center on Philanthropy, Indiana University, Suite 301, 550 West North Street, Indianupolis 46202-3162; (317) 274-7063. 12-17: Health. Annual conference, National Wellness Institute, Stevens Point, Wis. Contact: NWt, 1319 Premon

Street, Stevens Point, Wis, 54481; (715) ■ 12-17: Violence, World congress, In ternitional Association for Scientific Exchange on Violence and Human Co-existence. Montreal. Contact: Colette

Michael, (815) 753-6483. 12-19: Administration. "The New Manager in Higher Education Adminis tration," seminar, Texas A&M Univer-sity, College Station, Tex. Contact: Bry an R. Cole, Director, Summer Seminar on Academic Administration, Depart-ment of Educational Administration, Texas A&M University, College Sta-tion, Tex. 77843-4226; (409) 845-5356.

■ 12-20: Pesce studies. Summer inst tute for peace-studies educators, University of Wisconsin, Milwaukee. Contact: lan Harris, (414) 229-4724. 12-22: Administration, "Executive Leadership and Management Institute Western Association of College and University Business Officers, Stanford

University Business Officers, Stational University, Stanford, Cal. Contact: WA CUBO, P.O. Box 2349, Stanford, Cal. 94309; (415) 723-2138. 12-22: Philosophy. "Authenticity in African Philosophy," international con-ference, Nigerlan Philosophical Associatlan, University of Lagos, Lagos, Ni-geria, Contact; Sophia Oluwole, Depart ment of Philosophy, University of Lagos, Lagos, Nigeria, or Kofi Johnson Department of Political Science Many

England College, Henniker, N.H. 03242; (603) 428-23 [1 or (603) 428-3438. 13: Management. "Total Quality Management: Executive Seminar." QSystems Inc., Cincinnati. Contact: QSystems, 100 South Sunrise Way, Palm Springs, Cal. 92262; (619) 778-8704.

Springs, Cal. 94262; (619) 778-5704.

13-14; Accreditation. Meeling of the Committee on Recognition, Council on Postsecondary Accreditation, Ritz-Carlon Pentagon City Hotel, Arlington, Va. Contact: COPA, One Dupont Circle, Suile 305, (202) 452-4473 305, (202) 311-8571

1433, fax (202) 331-9571.

a 13-15(Admissions Conference," Small College Admissions Conference," Small College Admissions Services, Myrile Beach, S.C. Contact: Scas, P.O. Box 1212, Valparaiso, Ind. 46384, or Neil K, Clark, (219) 464-5011 or Jim Black, (803) 321-2191. Continued on Following Page

#### CALLS FOR PAPERS

#### NUCEA 1993 Annual Conference **Call for Papers**

The National University Continuing Education Association Invites proposals for papers and presentations at its 78th Annual Conference in Nashville, Tennessee, April 16-20, 1993.

Two sessions will be devoted to the presentation of research relevant to professionals in continuing higher education. Preference will be given to topics that address the conference theme, "Change, Challenge and Choice," which focuses on using continuing education to facilitate and understand the changes occurring in individuals, organizations, higher education and modern society.

Whenever possible, the application of the research to continuing education practice should be included. Formats may vary, but presentations are limited to one hour in length.

For consideration, submit in triplicate a two-page proposal with an identifying cover sheet and a short vita. The author's name should not appear on the proposal itself. Send all materials no later than August 28 to: Rick Osborn, Acting Dean, School of Continuing Studies, East Tennessee State University, Box 70659, Johnson City, Tennessee 37614-0659; fax: 615/461-7029.

#### Call for Programs Fifth International Conference Association for Student Judicial Affairs

The impact of Student Judicial Affairs on the University Community: A Celebration of **Five Years of Promoting** Professional Excellence

Sheraton - Sand Key Resort - Clearwater Beach, Florida February 12-14, 1993

The Conference Program Committee is soliciting program proposals for presentation on topic areas such as community, civility, diversity, student rights, and professional excellence in

the field of judicial affairs.

AFFAIRS)

Proposal Deadline: August 15, 1992 For additional information or a program proposal form, call 309-438-8821 or write to: Linda Timm, Director-2440 Student Judicial Office Normal, Illinois 61761 Fax # 309-438-8832

#### "European Integration after 1992 and Maastricht"

Call for Panels and Papers

**European Community Studies Association** Third Biennial International Confer

Omni Shoreham Hotel, Washington, D.C. May 27-29, 1993

Individuals from all academic disciplines, the public sector and the business community are invited to submit panel or paper proposals by November 1, 1992. Send proposals (eight copies) or requests for further information to:

Pierre Laurent, ECSA Chair, Department of History East Hall, Tufts University, Medford, MA 02155 Tel (617) 627-3979, Fax (617) 627-3479



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#### 23rd Annual Conference HIGHER EDUCATION AND THE LAW July 20-21, 1992

A conference designed to serve the needs of college and university presidents, deans, student affairs administrators, consulting attorneys, and other administrators concerned with the legal aspects of student, faculty, and administrative behavior.

Topics to be covered will include:

The United States Supreme Court and Higher Education: Past, Present and Future

Sexual Harasament on Campus Current Issues in Student Life and Academic Affairs Liability Update: Campus Security, Date Rape, Alcohol

Issues, Hazing, Harassment, and AIDS Thirty-four Years on the Firing Line: A Reflective Look at Higher Education and the Law

Nationally known presenters include:

Robert D. Bickel, Professor of Law, Stetson University College of Law

Henry G. Neal, Executive Secretary and Counsel, Board of Regents, The University System of Georgia Bryndis Roberts, Vice President for Legal Affairs, The

University of Georgia Lawrence White, University Counsel, Georgetown

D. Parker Young, Professor of Higher Education, The University of Georgia

Sponsored by the University of Georgia Institute of Higher Education and the Center for Continuing Education.

The conference fee is \$140 per person (includes tuition, refreshment breaks, Monday dinner, and conference materials). For further information or to register contact Margaret Caulfield, Georgia Center for Continuing Education (404/542-1586) or D. Parker Young, Institute of Higher Education, The University of Georgia, Athens, Georgia 30602 (404/542-0575).

# 2<sup>NO</sup> INTERNATIONAL

CONFERENCE ON SEXUAL ASSAULT ON CAMPUS

> OCTOBER 1-3, 1992 Orlando, Florida

PARTICIPATING ORGANIZATIONS:

American Council on Education ● Nat'l Interfraternity Conference ● The Safe Schools Coalition, Inc. • American College Health Association • American College Personnel Association • Nat'l Association of Women Educators • Nat'l Organization for Victim Assistance • College Stores Research and Educational Foundation: For Safety's Sake • Nat'l Association of Student Personnel Administrators • American Association of Women in Community and Junior Colleges . International Association of Campus Law Enforcement Administrators • National Panhellenic Conference

> Twin Towers Hotel and Conference Center 5780 Major Boulevard, Orlando, FL 32819

Conference Co-chai Barnice Sandier, Ph.D., Women's Policy Studies Alan McEvoy, Ph.D., Wittenberg University Speakers Include: Nancy Ziegenmeyer Mary Koss, Ph.D. Alleen Adams, LLB Barry Burkhart, Ph.D. Mariene Young, Ph.D.

Early pre-registration by 8/1/92 \$276.00 Early student registration by 8/1/92 175.00 Late registration 350.00

PLEASE REGISTER EARLY Carol Bohmer, Ph.D., LLM Andrea Parrot, Ph.D. Gall Abarbanal And 78 More Speakers

Members of participating organizations, please contact your national office for registration.

Offstage Theatre Teaching Resources Call for details 1-800-537-4903

College President's Panel Student Victims Speak Out

Victims' Rights

The Alcohol-Rape

Legal and Enforcement

Campus Security Panel

Sharing Feir of Campus

Rapa Crisis Centera:

Connection

Programs

Research Update

Coming Events CONTINUED

■ 13-15: Peace studies. "Conflict-Resolution Techniques and International Conflict: Dislogues on Current Cases," seminar, United States Institute of Peace, Mayllower Hotel, Washington, Contact: Wanda Vann Purker, usip, 1550 M Street, N.W., Washington 2005-1708; (202) 429-3848, fax (202) 429-6063.

■ 13-17: Cognition. "Play and Cognitive Ability: the Cultural Context." workshop, Wheelock Cullege and Unitworkshop, wheelock Copiege and Onli-ed States-Israel Binational Science Foundation, Boston. Contact: Play Workshop, Wheelock College, 200 the Riverway, Boston 02215; (617) 734-5200,

13-17: Computers, " 'Muthematica'
Across the Curriculum: Physics," work-Across the Chriculum: Physics, Workshop, Vanderbill University, Nashville.
Contact: "Mathematica" Workshops,
Box 1577, Statlon B, Vanderbilt University, Nashville 37235; (615) 322-2951.

sity, Nashville 37235; 1013322-2231.

■ 13-17: Computers. "Supercomputing and Undergraduate Education: Workshop for Science, Engineering, and Mathematics Faculty From Primarity Undergraduate Institutions," National Science Foundation and University of California, San Diego, Contact: Krister San Diego, Supercomputer Stewart, San Diego Supercomputer Center, P.O. Box 85608, San Diego 92186, BITNER: STEWART&CS.SDSU.EDU.

13-17: Environmental studies. "Waler Resources and Environment: Educa-tion, Training, and Research," confer-ence, Colorado State University, Fort Collins, Colo. Contact: Janet Lee Montera, Civil Engineering Department, Colorado State University, Fort Collins, Colo, 80523; (303) 491-7425, fax (303) 491-7727.

13-17: Teaching. Workshops on teaching writing and thinking, Bard College, Annandale-on-Hudson, N.Y. Contact: Judi Smith, Institute for Writing and Thinking, Bard College, Annandale-or Hudson, N.Y. 12504; (914) 758-7484. ■ 13-18; Mathematics. "Maihead

3.1," workshop, Interactive Mathematics Text Project, Towson State University, Towson, Md. Contact: John Morrison, Department of Mathematics, Tow-son State University, Towson, Md. 21204; (410) 830-3595.

■ 13-18: Mathematics. "Mathematica or Windows," workshop, Interactive Muthematics Text Project, Los Angeles Pierce College, Woodland Hills, Cul. Contact: Tom McCutcheon, Department of Mathematics, Los Angeles

Pierce College, 6201 Winnetkn Avenue. Woodland Hills, Cnl. 91371; (818) 347-0551, ext. 468.

# 13-18; Mathematics. "Muthematica for Windows," workshop, Interactive Mathematics Text Project, Morehouse College, Atlanta, Contact: Henry Gore, Depurpment of Muthematics, Mor ouse College, Atlanta 30314; (404) 215-

# 13-24: Drug abuse. Summer insti-tute for alcohol and other drug studies, State University of New York, Buffalo, N.Y. Contact: Rosematic Goi, Justitute Alcoholism Services and Training. 113 Cary Hull, State University of New York, Buffulo, N.Y. 14214-3005.

13-August 7: Philosophy. "Interpretaion, Remembrance, and Community: After Hermeneutics," unnual session. Collegium Phaenomenologicum, Peru-gin, Italy. Contact: Stephen H. Watson. Department of Philosophy, University ( Notre Dame, Notre Dume, Ind. 6556; (219) 239-7534.

15-18: Student personnel. "Student and Institutional Success: Winning Strategies for Challenging Times." na tional conference on student retention Noel/Levitz Centers, Hyatt Regency Teasdale, Noel/Levitz Centers, 902 East Second Avenue, Coralville, lowe 52241; (319) 337-4700 or (800) 728-4700.

15-24: Intercultural studies. Summer workshop on the development of intercultural coursework at colleges and universities, East-West Center, Honolulu. Contact: Richard Bristin, Workshop Coordinator, Institute of Culture and Communication, East-West Center, 1777 East-West Road, Honolulu 96848; (808) 944-7314, fax (808) 944-7670.

16-18: Intercultural studies. "Summe Institute for Intercultural Communication: Session I," Intercultural Communication Institute, Portland, Ore. Con-tact: tci, 8835 S.W. Canyon Lanc, Portland, Ore. 97225; (503) 297-4622.

16-19; American history. Annual convention, Society for Historians of the Eurly American Republic, Ciettysburg. Pa, Contact: Johanna Shields, Department of History, University of Alubania Huntsville, Ala. 35899.

17-20; Technology, "Making Multime-dia Work," seminar, Association for Educational Communications and Technology, Virginia Polytechnic Institute and State University, Blacksburg, Va. Contact: (703) 231-5879.

552-4725.

Strategic Planning and Managements artographic Information Society, 10 be Strategic Planning and Managements artographic Information Society, 10 be Strategic Planning and Managements and Effective College and University Administrator, "workshop, University of North Carolinus, of Nauth Curolinu and Quigley and he incension, N. C. 27412; (919) 334-5388. Initiatists, Dean's Office, College of the munities and Social Sciences, University of North Carolinus, 129208; (803) 777-7042.

19-21: Business officers. Annual meeting. National Association of Calege and University Business Office, Object and University of Strate Potel. Toronto. Contact: NACUBO, (202) 861-2300.

19-22: Community colleges, Leaper and University of Texas at Austin, Object and University Australians. "Administration," Texas at Austin, Object and University of Tex

July 1: Working-class acaden 552-4725.

19-24: Admissions, "Summer Marking-class academics.

19-24: Admissions, "Summer Marking class academics in the street of College Board and his for possible inclusion in a collection versity of Culifornia, Santa Cruz, Callessays, Contact: C. L. Barney Dews Contact: Kris Zavoli, Admissions Corollyn Law, Department of English, Guidance Services, College Board, State 480, 2099 Guteway Place, San Jose, Cul. 95110; (408) 452-1400.

Ny 6: Aging, Proposals for possible and Contact of Con

19-24: Computers. Conference spanson at the annual meeting of percomputing, Association for Compa Association for Gerontology in ing Machinery and other sponson. Washington. Contact: Kea Keanet, Juisville, Ky. Contact: Ruelenc Shipter It. Rice University, P.O. Box 1897, E-Rice, Department of Nursing, With Hall, University of New Hamping School: Principles, Techniqued Fund Ruising, "Indiana University, CONFERENCES, CALLS FOR PAPERS throppy, Indiana University, 50 West throppy, 50 West t

shire, Durham N.H. 03824; (603) 862-4715, fax (603) 862-4771.

July 18: Education. Proposals for possie presentations at a national workshop on multicultural approaches to educa-tion, to be held in October in St. Cloud, Minn. Contact: Michael Davis, Assistant Professor, Department of Teacher Development, St. Cloud State University, B250 Education Building, St. Cloud, Minn. 56301-4498; (612) 255-3944.

July 15: Nuclear-waste management. Abstracts of papers for possible presentution ut an international conference on nuclear-waste management and environmentul remediation, to be held in September in Prague. Contact: Radovan Kohaut, Ontario Hydro (H11 A20), 700 University Avenue, Torunto MSG 1X6; (416) 592-5384, fax (416) 592-4485,

July 17: Administration. Proposals on the theme "Academic Chairpersons: Se-lecting, Motivating, Evaluating, and Rewarding Faculty." for presentations at a conference, to be held in February in Orando, Flu. Contact; Acudemic Chairpersons Conference, Kansas State University, 1615 Anderson Avenue, Manhattun, Kan. 66502-1604; (800) 255-2757 ur (913) 532-5970, fax (913) 532-5637.

July 20: Languages. Proposals for possible presentations at the annual meeting of the Southwest Conference on Lunguage Teaching, to be held in April in Tempe, Ariz. Contact: Joann K. Pompa, Mount Pointe High School, 4201 East Knox Road, Phoenix 85044; (602)

July 22: Learning centers. Manuscrip for pussible publication in Issues in College Learning Assistance Centers, Contact: Blaine Caputo-Ferrara, Educational Cullaboration Associates, Box 1820, Staten Island, N.Y. 10314; (718) 983-8202.

July 30: History. Abstracts of papers or possible presentation at the fall conference of the New England Historical Association, to be held in October In Providence, R.I. Contact: Peter Hol lorun, Executive Secretary, New England Historical Association, Pine Manor College, 400 Heath Street, Chestnut Hill, Mass, 02167.

■ July 31: Computer elmulation. Proposnis for possible presentations at the Western Multiconference on Computer Simulation, to be held in January in San Diego. Contact: Terrence G. Beuumaringe, Department of Industrial and Manngement Systems Engineering, Arizona State University, Tempe, Ariz. 85287-5906; (602) 965-3193, fax (602) 965-8692.

July 31: International studies. Proposals on the theme "The State of Educa-tion and Development: New Direc-tions," for possible presentations at a conference, to be held in November 1993 in Cairo. Contact: Mekki Mtewa. Association for the Advancement of Pol icy, Research, and Development in the Third World, P.O. Box 70257, Washingtun 20024-0257; (202) 723-7010.

July 31: Mechanical engineering. Ab-stracts of papers for possible presenta-tion at a blennial conference on mechan cal vibration and noise, to be held in September 1993 in Albuquerque, N.M. Contact: Thomas L. Paez, Division 2744, Sandia National Laboratories, Alouquerque, N.M. 87185.

# July 31: Minorities. Proposals on the eme "Retention 2000: Leadership and Empowerment Strategies for Ethnic Mi-norities in Higher Education," for possi-ble presentations at a conference, to be held in October in College Park, Md. Contact: Retention 2000, Office of Minority Student Education, University of Maryland, 1101 Hornbake Building, College Park, Md. 20742:13011405-5615.

Communication, Language, and Gen-der. Proposals for possible presentation at the annual conference of the Organization for the Study of Communication, Language, and Gender, to be held in Oc-tuber in New York, Contact: Carol Valentine, Department of Communication. Arizona State University, Tempe, Ariz. 85287-1205; (602) 967-2817.

Distance learning. Proposits on the theme "Telelearning: Creating Connections," for possible presentations at a conference, to be held in October in Denver. Contact: Const Telecourses 11460 Warner Avenue, Fountain Valley Cnl. 92708-2597; (800) 228-4630 or fox

international issues. Proposals on the theme "U.S. Competitiveness in the Clobal Murketplace: Institutional Partnerships for American Resurgence," for possible presentations at a conference, to be held in November in Phoenix. Con tuct: Oury C. Anders, Director, Institute for International Business, Arizona State University-West, P.O. Box 37100, Phoenix 85069-7100; (602) 543-6214, fax (602) 543-6221.

MISCELLANY

June 30: Communication, Language, and Gender, Nominations of individuals or papers, articles, or books for consideration for awards recognizing "significant contributions to the advancemen of equality between the sexes," offered by the Organization for the Study of Communication, Language, and Gen-der, Contact; Carol Valentine, 2607 South Porest Avenue, Tempe, Ariz. 85282; (602) 967-2817.

July 1: Recearch. Nominations of fac-July 1: Research. Nominations of rac-ulty members: "whose research contrib-utes to understanding the development and well-being of children, adolescents, and youth," for consideration for awards. Faculty Scholars Program, Wil-liam T. Grant Foundation, 515 Madison Avenue, New York 10022-5403.

July 3: Continuing education. Nomina-tions of people for consideration for the Okes Award for significant cont tions to the advancement of adult and continuing education. Confact: American Association for Adult and Continuing Education, Suite 925, 2101 Wilson

Boulevard, Arlington, Va. 22201; (703) 522-2234. July 12: Human-resource developm Dissertations on human-resource devel opment, accepted between July 1, 1991, and June 30, 1992, for consideration for the American Society for Training and Development Donald Bullock Dissertstion Award, Contact: Dianne P. Young; Center for Creative Leadership, P.O. Box 26300, Greensboro, N.C. 27438-

6300: (919) 288-7210. # July 31: Human behavior. Homina tions of designers of computer systems "that best succeed in passing a modern variant of the Turing Test," for consideration for the Lorbner Prize given by eration for the Location for Behavioral the Cambridge Center for Behavioral Studies. Contact: Robert Epstein, Studies. Competition, Cambridge Loebner Prize Competition, Cambrid, Center for Behavioral Studies, 11 Waterhouse Street, Cambridge, Mass. 02138; (617) 491-9020, fax (617) 491The Chronicle of Higher Education

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# **Deadlines**

FELLOWSHIPS, GRANTS, INSTITUTES, &c.

not appeared in previous issues of The Chronicle.

A symbol (=) marks items that have

FELLOWSHIPS

August 1: American Indians. Applicaheritage for graduate fellowships. Contact: McNickle Center for the History of the American Indian, Newberry Library, 60 West Walton Street, Chicago

August 1: Fulbrights. Applications for Pulbright awards for research and/or lecturing in countries other than in Australasia or South Asia. Contact: Council for international Exchange of Scholars, 3007 Tilden Street, N.W., Box CHE, ington 20008-3009; (202) 686-7877.

GRANTS

July 1: Non-profit sector, Applications ector, Contact: Elizabeth T. Boris, Director, Nonprofit Sector Research Fund, Aspen Institute, Suite 1070, 1333 New Hampshire Avenue, N.W., Washington 20036; (202) 736-5800.

July 1; Occupational safety and health Applications for grants for education programs in occupational safety and health. Contact: (404) 332-4561 or Adri-enne McCloud, Grants Management Specialist, Grants Management Branch, Procurement and Grants Office, Centers for Disease Control, Room 300, 255 East Paces Ferry Road, N.E., Atlanta 30305; (404) 842-6630. (For further information see Federal Register, January 24, Pages

July 15: Humanities. Applications for grants for travel to collections for research in the humanities. Contact: Kathleen Mitchell. Travel to Collections Program, Division of Fellowships and Semi-nars, National Endowment for the Humanities, Room 316-KM, 1100 Penn-

sylvania Avenue, N.W., Wushington 20506; (202) 786-0463.

July

AMTWTFS 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31

> ■ July 17: Drug abuse. Applications for grants for drug-abuse education and pre-vention programs for students in higher education. Contact: Donald R. Fischer, Fund for Improvement of Postsecondary Education, Department of Educa-tion, 400 Maryland Avenue, S.W., 5175; (202) 708-5771. (For further information, see Federal Register, June 2.

HETTUTES, WORKSHOPS

July 15; international issues. Applications for participation in the "Internationalization Porum," of the Rast-West Center, to be held in October in Honole lu. Contact: Larry Smith, dinator, Institute of Culture and Communication, East-West Center, 1777 East-West Road, Honolulu 96848; (808) 944-7607.

PAPERS

June 28: Telecommunications. Proposals on the theme "Harnessing Converg-ing Telecommunications Technologies for Societal Applications" for possible presentations at the annual conference

Council, to be held in January in lies Free Advertising Council, the held in Indiana. Contact to the held in Indiana. Contact to the held in Indiana. Place your Free position wanted, tons Council, 2454 South Berland tons Council, 2454 South Berland Street, Suite 302, Honolulu 968268 position available, classified or display and in B/W or color. 941-3789, fax (808) 944-4874. Place your Free product or service the theme "Uniting African World isphay and in B/W or color. Schulurs and Communities: Globaling Schulurs and Communities: Globaling the held in Indiana. Schulurs and Social Transformation. In the held in Indiana. Publish in English, French, Portuguese or Spanish

North Street, Indianapolls 46202;01

Institute for Intercultural Comm

tion: Session II." Intercultural Com-nication Institute, Portland, Ore.Co.

luci: 161, 8835 S.W. Canyon Lane, h

intel, Ore. 97225; (503) 297-4622.

19-24: Intercultural studies. "Smiles

and conference, to be held in July and Publish in English, French, gust 1993 in Accra, Ghana. Contact Portuguese or Spanish.

Willium Little, Center for Black Cantage and Research, West Virginia University. 1800 Cantage of Spanish.

Source Street, Morgantown, William Little, Conduct executive search, while the conduct executive search. Self your product/service.

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June 30: History. Proposals for P ble presentations at the annual acts of the New England Historical Asso of the New England Historical tion, to be held in October in Provi New England Historical Ass Pine Manor College, Chestaut Hill.

Mass. 02167. June 30: Women's studies, Papel possible presentation at a symp the history of women in Massich to be held in October in Westfield. Contact: Martin Kaufman Diredoi, stitute for Massachusetts Studes, to Olose College, Westfield, Mass. Olose, College, Westfield, Mass.

July 1: Book history. Pro sible presentations at the inaugura ference of the Society for the Histo. Authorship, Reading, and Publiship be held in June 1993 in New York Co. tact: Simon Eliot, Open Universi Broad Street, Bristol BSI 2EP, E or Jonathan Rose, Departmentol ry, Drew University, Madison, N.

posals for possible present An annual meeting of the North An

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#### International Listening Association Call for Proposals:

Proposals for presentations and papers are solicited for the 1993 ILA Convention, "Listening as Empowerment"



Memphis, Tennessee Omni Hotel March 4-8, 1993

is should address the theme of the convention and include the

Abstract (not to exceed 60 words) Topic to be addressed Proposed activities (lecture, demonstration, interactivity, etc.) ILA Strand (Elementary/Secondary Education, Research, Consulting/ Training, or Higher Education) Presenter's, including a brief description of qualifications "Time needed (45 min., one hour, or one and one-half hours) . Listing of related previous presentations, if any Oposels should be typed and by August 15, 1992 sent to: Michael Gilbert, artment of Educational Leadership, Dept. CHE, University of Arkansas at le Rock 2001 the Rock, 2801 South University Avenue, Little Rock, Arkansas 72204-1099.

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